POORNIMA
COLLEGE OF ENGINEERING

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5.2.1.3 Offer Letters of students placed during the year

ISI-6, RIICO Institutional Area, Sitapura, Jaipur-302022 (Rajasthan)
• Phone: +91-9829255102, +91-9414728922 • E-mail: principal.pce@poornima.org
• Website: www.pce.poornima.org

Dr. Mahesh Bundele
B.E., M.E., PH.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Design2Occupancy Services LLP

To,
Vishad Tainwala
PCE Jaipur

Date: December 29, 2023

Sub: Internship Offer Letter

Dear Mr. Vishad Tainwala,

Design2Occupancy Services LLP is pleased to offer you an internship opportunity for a period of 6 months from mid-March 2024. Precise date of your joining will be communicated to you by the end of February 2024. You shall be working in Jaipur as an Intern. You will get the opportunity to work in multiple departments based on project requirements and performance.

Description of Internship Program & Training:

Your Stipend for the first 6 months will be Rs 12000/-per Month. Your performance review shall occur on completion of your Internship based on your performance. During your internship, you may have access to confidential, proprietary, trade secret information belonging to the Company. You agree that you will keep all this information strictly confidential & refrain from using it for your own purpose or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of the internship, you will immediately return to the Company all its property, equipment & documents.

Congratulations and welcome to the team!

At the sole discretion of the Company, after completing the internship; On Performance and Requirement basis, we will give you the offer for Full-Time employment. The Compensation Package for the Full-Time position will be set at Rs. 22,000/- per month.

Yours faithfully,

For Design2Occupancy Services LLP

For Design2Occupancy Services LLP
Human Resource Manager

Vishad

Ashok Chandra Joshi
Deputy Manager
Human Resources & Administration

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Date: - 27th November 2023

Dear Sachin,

Subject: Intern Trainee Offer

We are pleased to extend an offer of Internship to you for the position of **"Intern"** in the **Mechanical** department as a trainee at 3S Structure MEP Pvt. Ltd. for our Jaipur office location. We have reviewed your qualifications, skills, and experience, and believe that you will make a valuable addition to our team. We are excited to have you join our organization as an Intern Trainee.

➢ **Position and Responsibilities:**

1.	Title	:	Intern Trainee
2.	Department	:	Mechanical
3.	Reporting to	:	Mr. Shubham Saxena
4.	Date of Joining	:	04th December 2023
5.	Duration of Training	:	6 Months
6.	Working Hours	:	09:30 AM to 06:30 PM 01:00 PM to 10:00 PM
7.	Location	:	Jaipur

During the internship, you will have the opportunity to work on cutting-edge projects and gain hands-on experience in the field of Electrical & Mechanical Engineering. Our team at 3S Structure and MEP Private Limited is committed to providing a dynamic and challenging environment that will contribute to your professional growth.

As an intern in the Mechanical department, you will be responsible for the following duties and responsibilities.

1. List of specific duties and Responsibilities:

(a) Designing of HVAC systems for all types of buildings including Heat load calculation, Ventilation calculation, ductwork, and piping layout.
(b) Designing plumbing (domestic, sanitary-vent, storm) systems for all types of buildings.
(c) Coordinate HVAC/Plumbing/Fire Protection requirements with all other disciplines.
(d) Interact with vendors/clients on equipment specifications, and project schedules as needed.
(e) Preparation of design basis report, Cost estimation reports, and Comparison of various MEP schemes.

2. Compensation and Benefits:
Your Monthly Stipend Amount is **Rs. 15,000/- (Rupees Fifteen Thousand Only)**.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

3. **Employment Terms & Conditions:**
   The duration of your will be **6 (Six) Months** or till such time you obtain the final degree from the College/Institute.

4. **Confidentiality and Non-Disclosure:**
   As a trainee of 3S Group, you will have access to sensitive and confidential information. You will be required to sign a separate confidentiality and non-disclosure agreement to protect our company's proprietary information.

Upon successful completion of the internship and the attainment of your final degree, outstanding interns may be considered for a full-time position at 3S Structure and MEP Private Limited. We are dedicated to recognizing and fostering talent within our organization, and we believe that exceptional interns deserve the opportunity to continue their careers with us.

Please note that this offer is contingent upon the successful completion of any required background checks or other pre-employment conditions.

To accept this offer, please sign and return a copy of this letter by **29th November 2023**. If you have any questions or require further clarification, please do not hesitate to contact to HR Department at **hr@3sinfotech.com** or contact on **+91 6352742257**.

We are excited about the prospect of having you join our team at 3S Structure and MEP Private Limited. We believe that your skills and enthusiasm will make a valuable contribution to our projects.

Congratulations, and we look forward to working with you!

For 3S Structure & MEP Pvt. Ltd. dba 3S MEP+S

Sunil Kumar

Sunil Kumar Singhania

Director

Accepted By: - Mr. Sachin Yadav

Signed: - **Date: _____**

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

CONFIDENTIALITY AND NON-DISCLOSURE AGREEMENT

This Confidentiality and Non-Disclosure Agreement is entered into between 3S Structure and MEP Pvt. Ltd. **Jaipur**. **Mr. Sachin Yadav** is collectively referred to as the "Parties" and individually as a "Party," effective as of the date of signing.

1. **Purpose:**
   The purpose of this Agreement is to protect the confidential and proprietary information of the Company, as defined below, from unauthorized disclosure or use by the Employee during and after the term of their employment.

2. **Definition of Confidential Information:**
   "Confidential Information" refers to all non-public information, knowledge, data, trade secrets, business strategies, customer lists, financial information, technical specifications, software, marketing plans, or other proprietary information related to the Company's operations, products, or services, whether in written, verbal, or electronic form.

3. **Non-Disclosure Obligations - The Employee agrees to:**

   (a) Maintain strict confidentiality and not disclose any Confidential Information to any third party without the prior written consent of the Company.
   (b) Use the Confidential Information solely for the purpose of performing their duties within the scope of their employment with the Company.
   (c) Take reasonable measures to safeguard the Confidential Information and prevent unauthorized access or use.
   (d) Not reproduce, copy, or distribute any Confidential Information unless specifically authorized by the Company.

4. **Return of Confidential Information:**
   Upon the termination of the Internship Training or upon the Company's request, the trainee shall promptly return or destroy all Confidential Information, including any copies or reproductions thereof, in their possession or control.

5. **Remedies:**
   The Parties acknowledge that any breach of this Agreement may cause irreparable harm to the Company. Therefore, in the event of a breach or threatened breach, the Company shall be entitled to seek injunctive relief and any other legal remedies available, in addition to any damages or specific performance.

6. **Governing Law and Jurisdiction:**
   This Agreement shall be governed by and construed in accordance with the laws of India. Any disputes arising from or relating to this Agreement shall be subject to the exclusive jurisdiction of the courts of **Jaipur**.

7. **Entire Agreement:**
   This Agreement constitutes the entire understanding between the Parties with respect to the subject matter hereof and supersedes all prior discussions, negotiations, and agreements, whether oral or written.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

8. Compliance with Company Policies

You are required to adhere to all company policies and procedures during your internship.

IN WITNESS WHEREOF, the Parties have executed this Confidentiality and Non-Disclosure Agreement as of the date first written above.

For 3S Structure & MEP Pvt. Ltd. dba 3S MEP+S

Sunil Kumar

Sunil Kumar Singhania

Director

Accepted By: - Mr. Sachin Yadav

Signed: - **Date: _____**

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

AIS Float Glass

Date: 22nd May, 2024

Name : **Rupal Srivastav**
Father's Name : **Pankaj Srivastav**
Location : **Jaipur, Rajasthan**

SUBJECT: LETTER OF INTENT

Dear Rupal,

Pursuant to your application and the subsequent interview you had with us, we are pleased to offer you the post of **Graduate Engineer Trainee** in our organization.

1. You are requested to join duties on or before **6th June, 2024** at **Soniyana.**
2. Your total cost to the company shall be as per the terms and conditions agreed and discussed.
3. You will be on training for a period of 12 months from the date of joining.
4. You will be governed by the rules and regulations of the company in force now and any such modifications and additions that may come into force from time to time.
5. You are required to bring a copy of all your credentials along with the originals at the time of joining.
6. Your employment in our organization shall be subject to you being found medically fit. It is clearly understood that this employment is provided to you on the basis of information submitted and on fulfilment of the criteria mentioned by the company. However, in case any detail or any information so submitted by you for seeking this employment is found untrue, false, wrong or during the course of third party verification, any misleading or incorrect information is found or it is observed that you have forged documents to seek this employment, it will be considered as a case of backdoor entry. Consequently, this employment will be considered as null and void/illegal and shall be subject to immediate termination without any notice with immediate effect.

LOI stands cancelled in case of any deviations in information or if you fail to report to us on or before pre-decided date. We will have to assume that you have not accepted this LOI if we do not hear from you on or before **6th June, 2024.**

Kindly sign the duplicate copy of this letter as a token of your having understood and accepted the terms and conditions.

Welcome to AIS Team.

For Asahi India Glass Ltd.

Authorized Signatory

Asahi India Glass Ltd.

Delhi NCR Office:
AMCO Tower, A-5-6-7,
Sector-9, Noida - 201 301,
Dist. Gautam Budh Nagar,
Uttar Pradesh, India.

Corporate Office:
Unit No. 301-308, 1101-1104,
Tower-D, 3rd Floor & 11th Floor,
Global Business Park,
M.G. Road, Gurugram-122 002,
Haryana, India.
Tel. : +91 124 4062212-19
Fax : +91 124 4062244-88

Plant - I
Plot No. T-7,
MIDC Industrial Area,
Taloja - 410 208,
Dist. Raigad,
Maharashtra, India.
Tel.: +91 22 2740 6000
Fax : +91 22 2740 6114

Plant - II
AIS Industrial Estate, Plot No. - A,
Village - Latherdeva Hoon,
Manglaur - Jhabrera Road,
P.O. Jhabrera, Tehsil Roorkee-247 665,
Dist. Haridwar, Uttarakhand, India.
Tel. : +91 1332 224010, 224014-16
Fax : +91 1332 224114

Plant - III
Plot No. SP-1,
RIICO Industrial Area,
Soniyana,
Tehsil Gangrar - 312 901,
District - Chittorgarh,
Rajasthan, India.

Registered Office:
A-2/10, 1st Floor,
WHS DDA Marble
Market, Kirti Nagar,
New Delhi-110 015,
India.
Tel.: +91 11 4945 4900

Corporate Identity Number : L26102[illegible]
Website: [illegible]

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Mr. Rupal Srivastav
Poornima College of Engineering, Jaipur
Jaipur, Rajasthan

Bosch Limited - (PAN AAACM 9840 P) - (CIN: L85110KA1951PLC000761)
SP-663,RICO Industrial Area
Sitapura,Jaipur-302 022
Rajasthan, INDIA
Tel +91 141 277-1701
Fax +91 141 277-1787
www.bosch.in

Dear Mr. Srivastav,

10 July 2023

We are pleased to offer you an internship / project in our Company. The details are as follows:

Duration : 17-July-2023 to 31-December-2023

Please report to Ms. Priya Yadav / Ms. Trapti Khandelwal on 17-July-2023 at 08:15 AM along with 02 stamp size photographs on the below mentioned address.

Address : Bosch Limited, SP-663 RIICO Industrial Area, Sitapura,
Jaipur, Rajasthan – 302022
HRL Discussion Room (Admin. Building)

Please note that you will be required to make your own arrangements for accommodation and transportation. During the period of internship, you will be paid stipend of Rs.10,000/- (Rupees Ten Thousand only) per month and you will not be entitled to receive any other payment / allowances.

The project should be completed, including submission of reports, before the end of the stipulated project duration.

During the project, the code of conduct applicable to trainees would be the same as that applicable to Managerial & Superintending Staff of our Company.

In case if your performance / conduct is found unsatisfactory during the course of project / internship, the Management reserves its right to discontinue your project / internship without prior notice or intimation.

You would be required to maintain a minimum attendance of 85% throughout the training period, to ensure successful completion of training. We hope that you would take this opportunity to enrich your knowledge and work enthusiastically towards successful completion of the project.

Please sign a duplicate copy of this letter as a token of having read, understood and agreed to the above.

for Bosch Limited,
Jaipur Plant

(Sanjeev Chandra)
General Manager – Human Resources

(Namita Garg)
Sr. Manager – Human Resources

Registered Office: Bosch Limited, Hosur Road, Bengaluru-560030, Karnataka, India
Managing Director: Soumitra Bhattacharya, Joint Managing Director: Srinivasan S C
BOSCH and the symbol are registered trademarks of Robert Bosch GmbH, Germany

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
181-B, RIICO Institutional Area
Sitapura, JAIPUR

MATESHWARI BUS OPERATIONS PRIVATE LIMITED

TODI DEPOT, JCTSL, SIKAR ROAD, JAIPUR

BalwantTak(M)09377641281
Email: tak_rishi@rediffmail.com
CIN :- U60230GJ2013PTC076388

Registered Office:
U/7 Swastik House,Nr. Income Tax Railway
Under Bridge, Navrangpura, Ahmedabad-9
Email : : mateshwaribopl@gmail.com

Date: 05.02.2024

Mr. Nawab Aghaz

Dear Nawab Aghaz

This is with reference to your application and subsequent interview you had with us. We are pleased to inform you that you have been selected for the position of. **Get (Graduate Under Trainee)** for probation 6 Months. Other terms of appointment will be as mentioned below.

1. Your Monthly Salary as discussed is Rs. **12K Per** Month.

2. Your absence for a continuous period of 8 days (including absence when leave through applied for, is not granted or when you overstay for more than 8 days) would entail automatic loss of your job without any notice or intimation by the management.

3. During your employment with the company you can be transferred to any of the offices/divisions/department/units or sister concern of the company whether existing or to be set up in future, whether in the same town or any other town/city or anywhere in India or abroad without any change in the terms and conditions of the employment at the sole discretion of the Management.

4. During your employment with the company, you will be governed by the rules and regulation of the company in force or as introduced or amended from time to time.

5. During your service with us, you will not indulge, communicate or pass on any information in any form related to any aspect of the company to anyone not employed by the company. Indulgence in such activity shall tantamount to major misconduct entailing termination/ dismissal from service. You will not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior.

6. During employment you become familiar with confidential information of the company. Therefore, it is possible that you could gravely harm the company by joining a competitor company. Hence, you neither can join a competitor company nor can start your own business of the same nature to compete directly or indirectly, with our company in any of its business. This term will be applied for 24 months following the end of your employment with our company.

7. You are required to deal with company's money, material and documents with utmost honesty and professional ethics. Violation of this practice shall be punishable with termination/dismissal of service.

8. You are required to maintain yourself in a state of medical/physical/mental fitness and ensure annual medical check-ups. Any neglect on your part in this regard may render you medically unfit which in turn would render your services liable for termination with immediate effect, notwithstanding anything else in this letter.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

MATESHWARI BUS OPERATIONS PRIVATE LIMITED
TODI DEPOT, JCTSL, SIKAR ROAD, JAIPUR

BalwantTak(M)09377641281
Email: tak_rishi@rediffmail.com
CIN :- U60230GJ2013PTC076388

Registered Office:
U/7 Swastik House,Nr. Income Tax Railway
Under Bridge, Navrangpura, Ahmedabad-9
Email : : mateshwaribopl@gmail.com

9. During the tenure of your service with this company, you will not engage yourself in any other gainful or commercial employment, business, part time or full time, directly or indirectly simultaneously as long as you are employed with us or engage yourself directly or indirectly in any other profitable business connected with the dealing or activities of the company in any way. Any action to the company would render your service liable for terminated notwithstanding any other conditions in the appointment letter.

10. Please note that in case information given to the company in your application for appointment is found on verification or during the course of employment as incorrect, you shall be liable to be terminated or dismissed from service.

11. After the completion of the Contract Period of one year either side can terminate this contract by giving a notice of one month or one month's salary in lieu thereof.

12. Please acknowledge your acceptance of this offer by signing and returning a copy of this letter to us by 5th Feb. 2024. If you have any questions regarding this offer or require further information, please do not hesitate to contact us.

13. Effective 12th Feb. 2024, you will be joining our team as a Full-time employee reporting to MBOPL.

Please read the document carefully and sign the copy of this letter as a token of your acceptance.

We welcome you to our family and trust your association with us would be a long and meaningful one.

For **MATESHWARI BUS OPERATIONS PVT. LTD.**

(Authorized Signatory)

Read & Accepted.

Nawab Akhar
Employee's Signature

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
181-B, RIICO Institutional Area
Sitapura, JAIPUR

POORNIMA GROUP
Achieving Excellence Together

Sanjay Kumawat <sanjay.kumawat@poornima.org>

Fwd: Internship Offer letter

1 message

REGA FAM <nadeemkhan2872000@gmail.com> 22 November 2023 at 12:36
To: "sanjay.kumawat@poornima.org" <sanjay.kumawat@poornima.org>

---------- Forwarded message ---------
From: **HR Nanomatrix Materials** <hr@nmmaterials.com>
Date: Wed, 22 Nov, 2023, 12:12 pm
Subject: Internship Offer
To: nadeemkhan2872000@gmail.com <nadeemkhan2872000@gmail.com>
Cc: <avinashsharma@poornima.org>, <paridhi.nmpl@gmail.com>

Hi Nadeem ,

Congratulations!

With reference to your final round of interview, we are pleased to make an offer to you as follows:

Position: R&D Intern
Date of Joining: 9th November 2023

You may kindly treat this mail as a confirmation of appointment, and arrange for the release from your current employers. Kindly bring the following documents with you at the time of joining.

- Two Color Photographs
- Address Proof (Voter ID/Residential Certificate/ DL/AADHAR Card/etc.)
- ID Proof (Voter ID/DL/PAN Card/Passport/AADHAR Card/etc.)
- Xerox of PAN Card (If Applicable)
- Bank details (Xerox of Passbook / Cancelled cheque)
- All documents in support of your qualification.
- All documents in support of your past & present employment.

Kindly acknowledge this mail with your acceptance of the offer, so that we may close this position.

Note : However, your internship with the company is "at – will", which means that either you or the company may terminate your internship at any time , with or without cause and with or without notice.

Regards,
Riya Kriplani
HR

NANOMATRIX MATERIALS

Nanomatrix Materials (P) Ltd.
Regd. Office : 306, Gaurav Tower, Malviya Nagar, Jaipur - 302017 (Rajasthan), India
+91 86900 15555
+91 141 2728 111
www.nmmaterials.com

Innovation
Integration
Application

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
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Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
RIICO Institutional Area
Sitapura, JAIPUR

Design2Occupancy Services LLP

To,
Mahesh Kumar Vaishnav
PCE Jaipur

Date: December 29, 2023

Sub: Internship Offer Letter

Dear Mr. Mahesh Kumar Vaishnav,

Design2Occupancy Services LLP is pleased to offer you an internship opportunity for a period of 6 months from mid-March 2024. Precise date of your joining will be communicated to you by the end of February 2024. You shall be working in Jaipur as an Intern. You will get the opportunity to work in multiple departments based on project requirements and performance.

Description of Internship Program & Training:

Your Stipend for the first 6 months will be Rs 12000/-per Month. Your performance review shall occur on completion of your Internship based on your performance. During your internship, you may have access to confidential, proprietary, trade secret information belonging to the Company. You agree that you will keep all this information strictly confidential & refrain from using it for your own purpose or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of the internship, you will immediately return to the Company all its property, equipment & documents.

Congratulations and welcome to the team!

At the sole discretion of the Company, after completing the internship; On Performance and Requirement basis, we will give you the offer for Full-Time employment. The Compensation Package for the Full-Time position will be set at Rs. 22,000/- per month.

Yours faithfully,

For Design2Occupancy Services LLP

For Design2Occupancy Services LLP

Human Resource Manager

Ashok Chandra Joshi
Deputy Manager
Human Resources & Administration

Mahesh Kumar Vaishnav
Vaishnav

+91-9950006266 connect@design2occupancy.com www.design2occupancy.com

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Design2Occupancy Services LLP

To,
Kunal Yadav
PCE Jaipur

Date: December 29, 2023

Sub: Internship Offer Letter

Dear Mr. Kunal Yadav,

Design2Occupancy Services LLP is pleased to offer you an internship opportunity for a period of 6 months from mid-March 2024. Precise date of your joining will be communicated to you by the end of February 2024. You shall be working in Jaipur as an Intern. You will get the opportunity to work in multiple departments based on project requirements and performance.

Description of Internship Program & Training:

Your Stipend for the first 6 months will be Rs 12000/-per Month. Your performance review shall occur on completion of your Internship based on your performance. During your internship, you may have access to confidential, proprietary, trade secret information belonging to the Company. You agree that you will keep all this information strictly confidential & refrain from using it for your own purpose or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of the internship, you will immediately return to the Company all its property, equipment & documents.

Congratulations and welcome to the team!

At the sole discretion of the Company, after completing the internship; On Performance and Requirement basis, we will give you the offer for Full-Time employment. The Compensation Package for the Full-Time position will be set at Rs. 22,000/- per month.

Yours faithfully,

For Design2Occupancy Services LLP

For Design2Occupancy Services LLP
Human Resource Manager

02/01/2024

Ashok Chandra Joshi
Deputy Manager
Human Resources & Administration

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

ManpowerGroup Services India Pvt Ltd.
5A 5th Floor, Uppal Tower
M-6, Jasola District CentreNew Delhi – 110 025
India
T: +91 11 6649 7500
D: +91 11 6649 7527
www.manpowergroup.com

Manpower®

Date: - 05-06-2024
Name: - Jagrati Agarwal
Address: - -

Subject: - Offer Letter

Dear Mr. - Jagrati Agarwal

With reference to your appointment with Manpower Group Services India Pvt. Ltd., We have the pleasure of offering you the position of **Engineer** in our organization on a fixed term contract basis, the detail of the offer is as follows.

Date of Joining	:	10-06-2024
End date	:	09-06-2025
Monthly CTC	:	Rs. 50000/-

Any statutory dues like PF, ESI, PT, Bonus etc, if applicable, will be Paid / Deducted as per law. All taxes will be deducted as applicable by law.

Income tax and Professional tax as applicable will be deducted. All taxes will be deducted as applicable by law. Your salary is strictly confidential.

Appointment letter and other terms and conditions of the contract would be provided after acceptance of the offer letter, received by Manpower.

Kindly send the signed and accepted duplicate copy of the offer letter within 24 hours, failing which it will be treated that this offer stands withdrawn automatically.

For Manpower Group Services India Pvt. Ltd.

Manpower Group Services India Pvt. Ltd. Ahmedabad

_____
Authorized Signature

_____
Signature

Accepted By
Jagrati Agarwal

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Design2Occupancy Services LLP

To,
Harshit Sarsiya
PCE Jaipur

Date: December 29, 2023

Sub: Internship Offer Letter

Dear Mr. Harshit Sarsiya,

Design2Occupancy Services LLP is pleased to offer you an internship opportunity for a period of 6 months from mid-March 2024. Precise date of your joining will be communicated to you by the end of February 2024. You shall be working in Jaipur as an Intern. You will get the opportunity to work in multiple departments based on project requirements and performance.

Description of Internship Program & Training:

Your Stipend for the first 6 months will be Rs 12000/-per Month. Your performance review shall occur on completion of your Internship based on your performance. During your internship, you may have access to confidential, proprietary, trade secret information belonging to the Company. You agree that you will keep all this information strictly confidential & refrain from using it for your own purpose or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of the internship, you will immediately return to the Company all its property, equipment & documents.

Congratulations and welcome to the team!

At the sole discretion of the Company, after completing the internship; On Performance and Requirement basis, we will give you the offer for Full-Time employment. The Compensation Package for the Full-Time position will be set at Rs. 22,000/- per month.

Yours faithfully,

For Design2Occupancy Services LLP

For Design2Occupancy Services LLP
Human Resource Manager

Ashok Chandra Joshi
Deputy Manager
Human Resources & Administration

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

HITACHI
Inspire the Next

To,
Hitachi Energy India Limited

Dear Sir,

Sub: LETTER OF COMMITMENT

I thank Hitachi Energy India Limited, for having selected my candidature for imparting Training as a "Management Trainee" in its organisation, for a duration of one year, based on the terms & conditions as contained in the letter issued to me separately.

I am fully aware that the Company would be expending significant costs towards stipend agreed to be paid to me and for other incidental expenses relating to the said Training, besides the time & efforts to be spent by the Company's personnel in imparting the training.

In consideration of the aforesaid costs and efforts on the part of the Company, I hereby commit to the Company that I would serve the Company a minimum of period three years, if the Company offers me employment on regular rolls of the Company after successful completion of my training.

Yours faithfully

Signature of the Trainee:

Name:
Date:
Place:

Hitachi Energy India Limited
Registered Office & Corporate Office:
8th Floor, Brigade Opus, 70/401,
Kodigehalli Main Road, Bengaluru - 560 092
Phone: 080 68473700, 080 22041800
CIN: L31904KA2019PLC121597
www.hitachienergy.com/in

Local Address:
Brigade Opus, Amruthalli, International Airport road Bellary Road, Hebbal, 560092 Bangalore

Hitachi Energy
Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

POORNIMA GROUP
Achieving Excellence Together

Sanjay Kumawat <sanjay.kumawat@poornima.org>

Fwd: Internship Offer

1 message

Ayan PCE20ME005 <2020pcemeayan05@poornima.org> 22 November 2023 at 12:36
To: Sanjay Kumawat <sanjay.kumawat@poornima.org>

---------- Forwarded message ---------
From: **Ayan Solanki** <ayan70231795@gmail.com>
Date: Wed, 22 Nov 2023, 11:36 am
Subject: Fwd: Internship Offer
To: <2020pcemeayan05@poornima.org>

---------- Forwarded message ---------
From: **HR Nanomatrix Materials** <hr@nmmaterials.com>
Date: Tue, 21 Nov 2023, 6:58 pm
Subject: Internship Offer
To: ayan70231795@gmail.com <ayan70231795@gmail.com>
Cc: <avinashsharma@poornima.org>, <paridhi.nmpl@gmail.com>

Hi Ayan ,

Congratulations!

With reference to your final round of interview, we are pleased to make an offer to you as follows:

Position: R&D Intern
Date of Joining: 9th November 2023

You may kindly treat this mail as a confirmation of appointment, and arrange for the release from your current employers. Kindly bring the following documents with you at the time of joining.

- Two Color Photographs
- Address Proof (Voter ID/Residential Certificate/ DL/AADHAR Card/etc.)
- ID Proof (Voter ID/DL/PAN Card/Passport/AADHAR Card/etc.)
- Xerox of PAN Card (If Applicable)
- Bank details (Xerox of Passbook / Cancelled cheque)
- All documents in support of your qualification.
- All documents in support of your past & present employment.

Kindly acknowledge this mail with your acceptance of the offer, so that we may close this position.

Note : However, your internship with the company is "at – will", which means that either you or the company may terminate your internship at any time , with or without cause and with or without notice.

Regards,
Riya Kriplani
HR

Dr. Mahesh Bundele
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Sitapura, JAIPUR

NANOMATRIX MATERIALS

Nanomatrix Materials (P) Ltd.
Regd. Office : 306, Gaurav Tower, Malviya Nagar, Jaipur - 302017 (Rajasthan), India
+91 86900 15555
+91 141 2728 111
www.nmmaterials.com

Innovation
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Application

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Dr. Mahesh Bundele
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RIICO Institutional Area
Sitapura, JAIPUR

Design2Occupancy Services LLP

To,
Arpit Singh
PCE Jaipur

Date: December 29, 2023

Sub: Internship Offer Letter

Dear Mr. Arpit Singh,

Design2Occupancy Services LLP is pleased to offer you an internship opportunity for a period of 6 months from mid-March 2024. Precise date of your joining will be communicated to you by the end of February 2024. You shall be working in Jaipur as an Intern. You will get the opportunity to work in multiple departments based on project requirements and performance.

Description of Internship Program & Training:

Your Stipend for the first 6 months will be Rs 12000/-per Month. Your performance review shall occur on completion of your Internship based on your performance. During your internship, you may have access to confidential, proprietary, trade secret information belonging to the Company. You agree that you will keep all this information strictly confidential & refrain from using it for your own purpose or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of the internship, you will immediately return to the Company all its property, equipment & documents.

Congratulations and welcome to the team!

At the sole discretion of the Company, after completing the internship; On Performance and Requirement basis, we will give you the offer for Full-Time employment. The Compensation Package for the Full-Time position will be set at Rs. 22,000/- per month.

Yours faithfully,

For Design2Occupancy Services LLP

For Design2Occupancy Services LLP

Human Resource Manager

Ashok Chandra Joshi
Deputy Manager
Human Resources & Administration

+91-9950006266 connect@design2occupancy.com www.design2occupancy.com

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Sitapura, JAIPUR

VDC Technologies

REF: VDC/HR/OFFER/652

Date: 13th Sep 2023

Name: Anmol Jain
A-35,NEAR NARAYANPURI MANDIR
GILL COLONY, SAHARANPUR,
UTTAR PRADESH (247001)
Email: 2020pcemeanmol03@poornima.org
Mobile: +91- 9528976544

OFFER OF EMPLOYMENT

Dear Anmol,

This is with reference to your application and subsequent discussion you had with us for employment in VDC Technologies Private Limited.

1. We intend to appoint you as **Trainee Engineer (MEP)** on the terms and conditions as mutually agreed upon at the time of interview. A detailed letter of appointment containing standard terms and conditions of the employment shall be issued after joining the Company.

2. Your gross compensation shall be as per Annexure-1,2 and 3

3. Your tentative joining date shall be from **18th Sep 2023 (Monday).** In case you do not report by the stipulated date, it shall be presumed that you are not interested in the offer and the same shall stand withdrawn and cancelled without any further reference to you.

4. As discussed, there would be a probation period of 6 months for you and your services shall be confirmed in writing after successful completion of probation period. Your services can be terminated on 2 (two) weeks' notice on either side without assigning any reason. After confirmation, your notice period shall be 2 months.

5. There will be 6 working days in the week from Monday to Saturday during the probation period.

6. The extra working allowance shall be payable as per company policy applicable from time to time and the employee shall be eligible for the same only after confirmation of employment (on successful completion of said probation period).

7. The Company shall also have the right to terminate your employment without any notice or liability for compensation or damages in case it is noticed that the claim of your skills, competence and experience mentioned by you in your application/resume are not correct.

8. Your appointment will be governed by the Company's standard terms of employment & Service rules. The Company reserves the right to amend the Service Rules without notice and such changes will automatically be applicable to you.

Dr. Mahesh Bundele
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Director
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ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

VDC Technologies

9. Please bring the following documents (along with originals for verification) at the time of joining

   a. Recent passport size colored photographs: 4 nos.
   b. Testimonials of all educational / professional qualifications.
   c. Release letter / resignation letter, Appointment letter from previous employer.
   d. Last drawn pay-slip.
   e. Copy of passport.
   f. Identity proof and Residence proof.
   g. Copy of PAN Card
   h. Form-16 from Previous Employer
   i. PAN No.

Duplicate copy of this offer may kindly be returned to us duly signed, as a token of having accepted the offer.

By accepting this letter you agree that we may make reference check to your ex-employers and seek necessary information about you.

Yours sincerely

Authorized Signatory

VDC Technologies Pvt. Ltd.

VDC Technologies Pvt. Ltd.

Accepted by:

Signature

Name Anmol Jain

Date 14/Sept/2023

VDC Technologies Pvt. Ltd. (CIN: U93000HR2014PTC052533)
Office Address: *36, LGF, Near PNB BANK, Udyog Vihar Phase 1,Sector 20, Gurugram, Haryana 122016*
Phone: +91 124 4281413, www.vdcint.com, E mail: rohit.arora@vdcint.com

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VDC Technologies

REF: VDC/HR/Offer/652

Date: 13th Sep'2023

Annexure – 1

(First 3 Month)

You shall be entitled for a stipend of Rs. 5,500 per month

Annexure – 2
(4TH Month – 15th Month)

Components	Monthly	Annual
Basic	9,000	108,000
HRA	4,500	54,000
Conveyance Allowance	1,600	19,200
Special Allowance	9,725	116,700
Total Fixed Pay	**24,825**	**297,900**
Gratuity	437	5,238
Employer's Contribution to Provident Fund	1,800	21,600
LWF	50	600
Total Fixed Pay + Retirals	**27,112**	**381,111**
Annual Incentive	1,000	12,000
Total Fixed Pay + Retirals+Incentive	**28,112**	**393,111**

Notes:

1. The Employee's Provident fund contribution (both sides) shall be deducted from above CTC
2. Incentive is calculated every financial year. Disbursement mechanism is as follows: Incentive for the financial year FY 23-24 shall be payable not before Oct'24. At the time of disbursement of the same, employee should be on company's payroll.
3. Incentive is variable and dependent on two components – Individual's performance and Company's performance in the respective financial year and disbursement percentages are on the basis of performance of both these factors –the final decision on which is taken by the company's management. Based on the Performance of an Individual and Organization the Incentive amount can be in the range of INR 0/- to INR 13,200/-Per Annum.
4. Gratuity shall be payable as per Payment of Gratuity Act, 1972

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VDC Technologies

REF: VDC/HR/Offer/652

Annexure – 3

Date: 13th Sep'2023

(16TH Month - 24th Month)

Components	Monthly	Annual
Basic	10,500	126,000
HRA	5,250	63,000
Conveyance Allowance	1,600	19,200
Special Allowance	16,975	203,700
Total Fixed Pay	**34,325**	**411,900**
Gratuity	509	6,111
Employer's Contribution to Provident Fund	1,800	21,600
LWF	50	600
Total Fixed Pay + Retirals	**36,684**	**440,211**
Annual Incentive	1,500	18,000
Total Fixed Pay + Retirals+Incentive	**38,184**	**458,211**

Notes:

1. The Employee's Provident fund contribution (both sides) shall be deducted from above CTC
2. Incentive is calculated every financial year. Disbursement mechanism is as follows: Incentive for the financial year FY 24-25 shall be payable not before Oct'25. At the time of disbursement of the same, employee should be on company's payroll.
3. Incentive is variable and dependent on two components – Individual's performance and Company's performance in the respective financial year and disbursement percentages are on the basis of performance of both these factors –the final decision on which is taken by the company's management. Based on the Performance of an Individual and Organization the Incentive amount can be in the range of INR 0/- to INR 19,800/-Per Annum.
4. Gratuity shall be payable as per Payment of Gratuity Act, 1972

Yours sincerely
Authorized Signatory

VDC Technologies Pvt. Ltd.

VDC Technologies Pvt. Ltd.

Accepted By:

Signature
Name Anmol Jain
Date 14/ Sept /2023

VDC Technologies Pvt. Ltd. (CIN: U93000HR2014PTC052533)
Office Address: 36, LGF, Near PNB BANK, Udyog Vihar Phase 1,Sector 20, Gurugram, Haryana 122016
Phone: +91 124 4281413, www.vdcint.com, E mail: rohit.arora@vdcint.com

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american chase®

May 15, 2024

hrindia@americanchase.com
+91 93436-18262

Dear Vansh Gupta,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment with our organization. Please find the details below:

Position: Software Development Engineer
Date of Joining: 20th May 2024

Compensation: Annual Gross Compensation of Rs. 3,00,000/- (Three Lakh Only).

Place of work: Your place of work will be Indore M.P India. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

If you choose to accept this job offer, we request you confirm your acceptance by signing a copy of this letter.

We congratulate you on your appointment and wish you a long and successful career with American Chase.

American Chase India !!!





Sincerely,
Adhir Dubey
Director (American Chase LLP)

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

JALAN TECHNOLOGIES

CIN : U72501RJ2020PTC067786

INTERNSHIP OFFER LETTER

15 Sep 2023

Dear **Tara Kumawat**,

On behalf of Jalan Technologies (here after referred as "the Company"), I am pleased to offer you the position of **Software Engineering Intern**, starting on 20 Sep, 2023.

During your internship, you will be paid a **stipend of** INR 15,000.00(per month). Your compensation will be paid in regular instalments in accordance with the Company's payroll process, and subject to applicable tax and other withholdings.

You will be associated with the company for a **duration of 6 months** which starts from the day of your joining. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further always agree that during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

Tara, we are excited by the prospect of you joining the Company.

Sincerely,

Jalan Technologies

Nikita Lalwani

Nikita Lalwani

Human Resource Executive

TaraKumawat	{{Signature candidateSignature}}	15 Sep 2023

Dr. Mahesh Bundele
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Name	Signature	Date

+91 9704140404 info@jalantechnologies.com www.jalantechnologies.com

Office : 501, Suryavanshi Pearl, A-5, Sardar Patel Marg, C Scheme, Jaipur, Rajasthan 302001

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Headquarters
Northern Virginia,8605,
Westwood Center Dr, Suite
301, Vienna, VA, 22182 USA

India Development Center
Jangid Complex, 48, 49, I Block
Kirti Sagar, Mangyavas, 302020,
Jaipur, Rajasthan, IND

Attn: Shubham Sharma
ishubhamsharma00@gmail.com

Re: Internship Offer Letter

On behalf of RoboMQ Pvt. Ltd. (the "Company"), I am pleased to extend to you this offer of internship as **"Associate, Software Engineer"**.

You are required to report on or before 9th October 2023 failing which the offer will stand withdrawn unless any written communication on the extension of date is approved by the undersigned or designated management representative. Your work location will be Jangid Complex, 48-49, I Block, Kirti Sagar, Mangyavas, Jaipur, Rajasthan - 302020. Your primary responsibilities will be software development, design, testing, working with the US based team of RoboMQ, pre-sales activities and other tasks and responsibilities as assigned from time to time.

You will be on an internship for six months from the start date of your internship. After your internship, you may be offered to continue as a full-time employee subject to your performance. During the internship, you will be paid stipend as per the attached internship policy. You are expected to complete full 6 months of internship to be eligible to receive internship completion certificate.

Upon transition to full-time employment, you will be paid an annual CTC (Cost to Company) INR 7,00,000 .0 LPA (Indian National Rupee Seven Lakhs Per Annum Only) less applicable taxes and withholdings, payable monthly. The CTC also includes an annual bonus of INR 60,000 (Sixty Thousand Only) which will be payable after completion of 12 months from your Full-Time Employment Date. Once you become a Full-Time Employee, you will have 15 days of personal time off (PTO) per year in addition to holidays, as per the current company policy along with a five-day working model. A separate employment letter would be issued upon conversion to full time employment.

During your internship, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of internship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your internship, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. All trade secrets, mechanisms, patents, copyrights, sales contacts that you are involved in are to be treated with confidence and it remains intellectual property of the company.

We are offering you this internship on the assumption that the particulars provided are correct, and you have not concealed or withheld any relevant facts. If it is found to be the contrary, your offer with the company shall stand terminated and cancelled with or without notice.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment.

Dr. Mahesh Bundele
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Sitapura, JAIPUR

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On your first day at work or the joining date, you are required to carry the original along with a copy of each of the below mentioned documents, in the absence of which your on-boarding may be withheld.

1. RoboMQ Internship Offer Letter acceptance copy (Self-attested)
2. Copy of Resume (Self- attested)
3. Educational Marksheets (Secondary, Senior Secondary, Graduation and P.G certificates if any) (Self- attested)
4. 2 Passport Size photograph
5. PAN Card
6. Address and ID Proof (Aadhar Card)
7. Cancelled Cheque

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to us within three (3) business days.

Very truly yours,

DocuSigned by:
Mohanlal Goel
EF00D47B7C8247B...

Name: Mohan Lal Goel MD, RoboMQ Date: 9/29/2023

I accept the internship with the Company on the terms and conditions set out in this letter.

Name: Shubham Sharma Signatures: DocuSigned by: 05C412EA72C84AF... Date: 9/29/2023

Dr. Mahesh Bundele
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301, Vienna, VA, 22182 USA

India Development Center
Jangid Complex, 48, 49, I Block
Kirti Sagar, Mangyavas, 302020,
Jaipur, Rajasthan, IND

RoboMQ Internship Policy

RoboMQ hires interns every year under its "Intern to Hire" program which is intended to offer an opportunity to learn, grow, and convert to Full Time Employment after completion of the internship. Following are the salient elements of internship policy at RoboMQ:

1. Subject to performance evaluation during the internship and the management decision, the Interns will be offered an opportunity to join RoboMQ as Full Time Employee (FTE).
2. Interns are expected to complete 6 months of the internship program from their internship start date.
3. Interns will only be eligible to receive an internship certificate upon completion of the internship program and not fulfilling the above condition will make an intern ineligible to receive a certificate of internship completion. Upon completion of the internship program, interns will be offered a full-time job with RoboMQ subject to satisfactory performance and the cultural fit to the company.
4. Once an intern is converted into FTE, she or he will be required to submit proof of completion of degree within 6 months of the FTE conversion date. The failure to do so will lead to termination of employment with RoboMQ.
5. Interns are not entitled to any paid leave or Personal Time Off (PTO) or any other perks.
6. The number of leaves availed during the entire period of the internship will be considered at the evaluation to offer the FTE position as one of the dimensions of the selection process. However, interns can avail leaves for their final exams on prior approval by the Management.
7. During the internship, interns will earn a monthly stipend of Rs. 11,088/- per month. (Statutory Deductions Rs 1762, In Hand Salary- Rs 9,326/-).
8. The company reserves the right, in its sole discretion, to change, revise, or edit the policy at any time.

I accept the internship Policy with the Company on the terms and conditions set out in this letter.

Name: Shubham Sharma

Signatures: DocuSigned by: 05C412EA72C84AF...

Date: 9/29/2023

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
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RoboMQ EMPLOYEE CONFIDENTIALITY AND INTELLECTUAL PROPERTY AGREEMENT (Including Invention Assignment, Non-solicitation and Noncompetition)

I, Shubham Sharma ("Employee"), recognize and acknowledge that my position with **SRB Technologies, Inc. DBA RoboMQ**, a Virginia corporation (together with any of its related or affiliated entities, the ("Company") will be one of trust and confidence.
I understand and acknowledge that the Company has a legitimate interest in preventing the dissemination or misuse of Confidential Information, including trade secrets belonging to the Company, and therefore agree to sign this Employee Confidentiality and Intellectual Property Agreement ("Agreement").

THEREFORE, as a condition of employment with the Company and in consideration of employment, compensation, training and other good and valuable consideration, the sufficiency of which is hereby acknowledged, I agree as follows:

1. Non-Disclosure of Confidential Information. I recognize and acknowledge that during my employment with the Company, I will have access to certain information not generally known to the public, relating to the Company's business. I agree that this information is "Confidential Information" that belongs to the Company.

1.1 "Confidential Information" includes, without limitation, any information, in any form, that the Company identifies as or considers to be confidential or proprietary, and that is not publicly or generally available relating to the Company's trade secrets (as defined by the Uniform Trade Secrets Act); know-how; concepts; methods; research and development; products, technology development plans; marketing plans or strategies, databases; inventions; research data and mechanisms; software (including functional specifications, source code and object code); procedures; engineering; marketing strategies; sales; customers and customer contacts and needs; personnel and compensation information; joint venture partners; suppliers; financial status and strategies; contracts or investors. Confidential Information includes information developed by me, alone or with others, or entrusted to me by the Company or by its customers or others.

1.2 During the term of my employment and thereafter, I agree to hold the Company's Confidential Information in strict confidence, and not disclose or use it at any time except as authorized by the Company and for the Company's benefit. If anyone tries to compel me to disclose any of the Company's Confidential Information, by subpoena or otherwise, I will immediately notify the Company so that the Company may take any actions it deems necessary to protect its interests. My agreement to protect the Company's Confidential Information applies both while I am employed by the Company and after my employment with the Company ends, regardless of the reason it ends.

1.3 I understand it is the Company's policy not to improperly obtain or use confidential, proprietary or trade secret information that belongs to third parties, including others who have employed or engaged me or who have entrusted confidential information to me. I will not use for the Company's benefit or disclose to the Company confidential, proprietary or trade secret information that belongs to others, unless I advise the Company that the information belongs to a third party and both the Company and the owners of the information consent to the disclosure and use.

2. Inventions, Copyrights and Patents. The Company shall own and I hereby assign all "Inventions" and copyrightable "Work Product" I make, conceive, develop, discover, reduce to practice or fix in a tangible medium of expression, alone or with others, either: (a) during my employment by the Company irrespective of whether or not such Invention was made using the Company's time or facilities; or (b) within one (1) year after my employment ends if the Invention or Work Product results from any work, idea or conception (either partial or completed) I performed for the Company or involves the use or

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assistance of the Company's facilities, materials, personnel or Confidential Information. The Company shall own and I hereby assign all Inventions that I conceived solely or jointly or helped to reduce to practice while employed by the Company, and copyrightable Work Product authored by me that I bring or have brought to the Company and that is used in the course of the Company's business or that is incorporated into any Work Product that belongs to the Company.

2.1 Definition of "Inventions." "Inventions" includes, but is not limited to, discoveries, developments, concepts, ideas, improvements to existing technology, processes, procedures, machines, products, compositions of matter, formulas, algorithms, computer programs and techniques (including functional specifications, source code and object code), and all other matters ordinarily intended by the word "invention," whether patentable or not or otherwise legally protectable. "Inventions" also includes all records showing any part of a conception or a reduction to practice relating to an Invention.

2.2 Definition of "Work Product." "Work Product" includes, but is not limited to, original works of authorship, including interim work product, modifications and derivative works, and all similar matters, whether or not copyrightable.

2.3 Definition of "Works Made For Hire." All Work Product I produce within the scope of my employment or using the Company facilities (which shall include all Work Product I produce related to the Company's business, whether or not done during regular working hours) shall be considered "Works Made For Hire" so that the Company will be considered the author of the Work Product under the federal copyright laws.

2.4 Assignment of Rights. I will promptly disclose to the Company, and will assign all right, title and interest to the Company, all Inventions and copyrightable Work Product described in paragraphs 2.1 and 2.2, including assignment of all copyrights (including renewal rights), patent rights and trade secret rights. I waive any rights I have or may have in the Inventions and copyrightable Work Product described in the prior paragraphs. At the Company's direction and expense, I will execute all documents and take all actions necessary or convenient for the Company to document, obtain, maintain or assign its rights to the Inventions or Work Product. The Company shall have full direction and control of all patent applications of these Inventions.

2.5 Excluded Inventions Pursuant to RCW 49.44.140. This Agreement does not apply to any Invention which I developed entirely on my own time without using the Company's equipment, supplies, facilities or trade secret information unless: (a) the Invention relates at the time of conception or reduction to practice of the Invention directly to the Company's business, or actual or demonstrably anticipated research and development; or (b) the Invention results from any work I performed for the Company.

3. Noncompetition. I acknowledge that the Company has a genuine interest in, and considers valuable, its Confidential Information, customer relationships and business strategies. In order to protect the Company's legitimate interest in its Confidential Information, I agree that during the term of my engagement and for a period of one (1) year from the date of termination of my engagement for any reason, I will not directly or indirectly be employed by or connected with, own, manage, operate, join, or benefit in any way from any entity that competes with the Company's actual or demonstrably planned businesses at the time of my termination. Presently, businesses that compete with the Company include (i) any entity that offers or is preparing to offer Internet of Things (IoT) platforms, middleware products, cloud and big data applications related to IoT, devices, SaaS and application integration with features and capabilities similar or capable of being a substitute to Company's actual or planned products and platforms at the time of my termination and/or (ii) any entity that designs, develops, manufactures, produces, offers for sale or sells products or services that can be used as a substitute for, performs substantially the same function as, is a practical alternative for, or is generally intended to satisfy customer or client needs for any product or service designed, developed manufactured, produced, offered for sale or sold by the Company.

Prop. Notary and Comm. No.
Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
181-B, RIICO Institutional Area
Sitapura, JAIPUR

For purposes of the foregoing, Employee will be deemed to be connected with such business if the business is carried on by: (a) a partnership in which I am a general or limited partner (other than a partner owning less than 5% of the total outstanding partnership interests); (b) a corporation of which I am a shareholder (other than a shareholder owning less than 5% of the total outstanding shares of the corporation), officer or director; or as an employee, consultant, agent, member or other representative. Any business opportunities related to the Company's business that I learn of or obtain while employed by the Company (whether or not during working hours) belong to the Company, and I will pursue them only for the Company's benefit. This Section will not apply to any employee for the time period such employee is assigned to a State of California location.

4. **Non-solicitation.** During the course of my employment and for a period of one (1) year from the date of termination of my employment hereunder for any reason, I shall not directly or indirectly solicit, recruit or entice any of the following to cease, terminate or reduce any relationship with the Company or to divert any business from the Company: (a) any person who was an employee of the Company during the one-year period immediately preceding the termination of my employment; (b) any contractor or supplier of the Company; (c) any customer or client of the Company; or (d) any prospective customer or client of the Company from whom I actively solicited business within the last one (1) year of my employment. Subsections (c) and (d) in the preceding sentence shall not apply to employee for the time period such employee is assigned to a State of California location. Further, I will not directly or indirectly disclose the names, addresses, telephone numbers, compensation or arrangements between the Company and any person or entity described herein. In addition, during the course of my employment and for a period of one (1) year from the date of termination of my employment for any reason, I shall not directly or indirectly, on behalf of myself or any other entity hire, or contract with any person who was employed by the Company during the one (1) year prior to the termination of my employment.

5. **Company Materials.** I will safeguard and return to the Company when my employment ends, or sooner if the Company requests, all information, documents, electronic media and other property in my care, custody or control relating to my employment or the Company's business, including, without limitation, any documents or electronic media that contain the Company's Confidential Information

6. **No Disparagement or Interference.** I will not disparage the Company or its business and will not interfere with the Company's relationships with its customers, advertisers, joint venture partners, investors, employees, vendors, bankers or others. This applies both while I am employed by the Company and after my employment by the Company ends, regardless of the reason it ends.

7. **Employee's Warranty.** I represent and warrant that I have disclosed all facts, if any, pertaining to restrictions on my ability to enter into this Agreement. I further represent and warrant that I am not bound by any agreements with third parties that would prevent me from lawfully performing all duties requested of me by the Company. I understand that it is the Company's policy not to improperly obtain or use confidential, proprietary or trade secret information that belongs to third parties, and I agree not to use such third-party confidential, proprietary or trade secret information for the Company's benefit.

8. **Reasonableness of Terms.** I acknowledge that the terms of this Agreement are reasonably necessary to protect the Company's legitimate business interests. I acknowledge that if my employment with the Company ends, my experience and capabilities are such that I can obtain employment that does not violate this Agreement and that an injunction to enforce this Agreement will not prevent me from earning a reasonable livelihood.

9. **Future Consulting or Employment for the Company.** If my employment relationship with the Company ends but the Company employs me again or engages me as a consultant, then this Agreement shall apply to my later employment(s) or engagement(s) unless they follow a period of one (1) year or more during which I was neither employed nor engaged by the Company. If this Agreement becomes applicable to a consulting relationship, the references in this Agreement to my employment by the Company shall be treated, as appropriate, as referring to my consulting relationship with the Company.

Prop. Notary and Consulting

Dr. Mahesh Bundele
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Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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10. No Guarantee of Employment. I understand this Agreement is not a guarantee of continued employment. My employment is terminable at any time by the Company or me, with or without cause or prior notice, unless otherwise provided in a written employment agreement.

11. Equitable Relief. I acknowledge that the provisions of this Agreement are essential to the Company and that a breach of any provision of this Agreement can create a severe and unfair business disadvantage that cannot be adequately remedied by traditional legal recourse to damages. Therefore, the Company may enforce this Agreement directly in any court having appropriate jurisdiction and, in addition to any other remedy it may have at law, shall be entitled to injunctive or other equitable relief to prevent or curtail any breach of this Agreement.

12. Controlling Law. This Agreement shall in all respects, including all matters of construction, validity and performance, be governed by and construed and enforced in accordance with the laws of the State of Virginia. Any legal proceeding in connection herewith shall be brought in Virginia. The federal or state courts with jurisdiction over Fairfax County, Virginia, shall have exclusive jurisdiction over any dispute relating in any way to this Agreement. I consent and agree to such personal jurisdiction and venue, and agree to comply with any orders or judgments issued by Virginia courts. I further agree not to initiate or assist in any proceedings contrary to the choice-of-law, exclusive venue, and personal jurisdiction provisions in this paragraph.

13. Assignment to Successor Company. In the event that the ownership or corporate form of the Company changes whether by acquisition of stock or assets and regardless of any change in the form or name of the employing entity, this Agreement shall be assignable by the Company to the entity that succeeds it without further notice to me.

14. Severability. If any portion of this Agreement is held to be invalid or unenforceable for any reason, the remaining covenants shall remain in full force and effect to the maximum extent permitted by law. The Agreement shall not be construed against the Company by reason of the drafting or preparation hereof.

15. Entire Agreement. This Agreement constitutes the entire agreement between the parties with respect to the subject matter covered herein. All prior understandings and agreements between the parties with respect to such subject matter, whether oral or written, are hereby superseded and nullified. This Agreement may only be amended in writing, specifically identifying this Agreement and the provision(s) to be amended.

16. Non-waiver. The failure of either party to insist upon or enforce strict performance by the other of any provision of this Agreement or to exercise any right, remedy or provision of this Agreement will not be interpreted or construed as a waiver or relinquishment to any extent of such party's right to consent or rely upon the same in that or any other instance; rather, the same will be and remain in full force and effect.

17. Indemnity; Prevailing Party Attorneys' Fees. I agree to indemnify the Company and hold the Company harmless for any breach of this Agreement by me. I agree that the prevailing party in any dispute over this Agreement shall be awarded its reasonable costs and attorneys' fees.

18. Voluntary Agreement. I acknowledge that I have carefully read this Agreement, that I understand its terms, that all understandings between the Company and me relating to the subjects covered in the Agreement are contained in it, and that I have entered into the Agreement voluntarily and not in reliance on any promises or representations by the Company other than those contained in this Agreement. I further acknowledge that I have been given the opportunity to discuss this Agreement with legal counsel and have taken advantage of that opportunity to the extent I wish to do so.

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SRB Technologies, Inc. DBA RoboMQ:
Signature of Authorized Company Representative

By: 

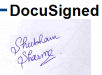
Name: Bramh Gupta

Title: Chief Executive Officer

Date: 9/29/2023

EMPLOYEE:

Signature of Employee Representative

By: DocuSigned by: 
05C412EA72C84AF...

Print Name: Shubham Sharma

Date: 9/29/2023

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Sitapura, JAIPUR

DRIFTPOINT

Offer Letter

Mr. Shivang Bhardwaj
Jaipur

Subject: Letter of Offer for the post of **Business Analyst**

Dear **Shivang Bhardwaj,**

It is our pleasure to announce that, you have been selected in our company W3Speedup as **Business Analyst** . Firstly, we would like to congratulate you on securing this job.

We believe that you would perfectly suit this job profile based on your prior experience and skills. Kindly find the following confirmation of the specifics of your internship:

Position Title: **Business Analyst**
Date of Joining: 25thSeptember, 2023
Timings: 1.30 PM to 11.00 PM
Stipend Duration: 15th of every Month
Stipend: 10,000/-(Included Food Allowance)
Leave Policy: No paid leaves
Working Days: 5 Days (Sat. & Sun. Fixed off)

Note: The Salary will be calculated on the basis of working days in a month (excluding fixed off), so if you are taking any extra leave then the calculation of deduction will be on the basis of working days calculation. (For ex: 20000/22*No of days of leave).

This letter contain **Annexure-A** (Salary Structure) and **Annexure-B** (Terms & Condition).

Kindly submit the duplicate copy of this letter in lieu of your acceptance and keep your HR discussion confidential. We look forward to work with you!

Authorized Signatory
Human Resource Department||W3Speedup

Shivang..
23/09/24

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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Annexure - A

Compensation Details		
Employee Name	**Shivang Bhardwaj**	
Employee Code	**Webemp1123**	
Joining Date	**25 September 2023**	
Designation	**Business Analyst**	
Salary Structure (W.E.F.)	**1 September 2023**	
Family member	**1**	
Particulars	**Monthly**	**Annually**
Basic	5,000	60,000
House Rent Allowance	2,500	30,000
Conveyance Allowance	800	9,600
Health Insurance*	425	5,100
Food Allowance**	1,200	14,400
Special Allowance	75	900
CTC (Fixed)	**10,000**	**120,000**
Note:		
* This amount is fixed per family member added in insurance policy .		
**Its optional whether you want take the meal provide by company or want the amount in cash.		
The above-mentioned components / benefits are as per the prevalent Company policy and /or applicable law and are subject to change.		
This communication is highly Confidential between You and Driftpoint Technologies Pvt. Ltd.		

Shivang
23/09/24

Dr. Mahesh Bundele
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Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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TERMS AND CONDITIONS OF EMPLOYEMENT

- Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of the documents or certificates given by you, We retain the right to review our offer . Employment as per this offer is subject to your being medically fit.
- During the term of your employment effective from your date of joining (hereinafter "W3SpeedUp") you agree to confirm, comply, and be bound by the policies and processes, directives, these term and conditions, applicable laws and any amendment, modification made there to and such other policies or directives which may be communicated toyou from time to time.

- Probation period for Trainee will be **6 Months** from the DOJ (Date of Joining). till your CTC will be the same as mentioned above. Confirmation of service will be subject to satisfactory work appraisal during probation period. After Probation Period your CTC will be **3.6 LPA to 4LPA** This package will remain the same for one year unless the candidate is exceptional.

- Notice period in probation period will be 30 days and 60 days after probation period.

- Your employment can be terminated by the company without written or verbal notice by team leader, manager or HR Department or salary in lieu thereof, in case if the below described circumstances:

  - Non - compliance of regulatory requirements, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, misconduct, fraud , undue or unauthorized absence, erratic attendance, medically unfit, guilty of any other conduct considered by us detrimental to the interest of the company, or the violation of one or more terms in this letter, incorrect information furnished by you or on suppression of any material information, you being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or agreement with your creditors or being held guilty by competent court of any offence involving moral turpitude. Any action against company decision will be treated as invalid.
  - In case of non-achievement of minimum KRA/performance targets your employment can be ended or terminated by issuing a letter as per the procedure of the company.
  - If you are absent without any information for 3 consecutive working days or remain absent for more than 3 working days the period of sanctioned leaves

- Non-disclosure Clause of Confidential Information:

  - Data of the customers, Vendors, Service Providers, Operators, Employees, Brokers etc gathered during the processwill solely be the property of the W3Speedup.
  - Demographic information, product pricing, deal negotiators, Schemes, Sales promotions used on the online platforms/websites/applications will solely be the property of W3Speedup.
  - W3Speedup reserve all the rights to act under the IT act 2000 against any act of violation or breach of policy.
  - Only corporate telephone connections shall be used for any telephonic communication and exchange ofinformation with any outside party.
  - Only corporate email ids shall be used for exchange of information and acquiring documents from employees oroutside party.

Shivang..
23/0

Dr. Mahesh Bundele
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Director
Poornima College of Engineering
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Sitapura, JAIPUR

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- Mobile-Phone Etiquette:Usage of Mobile phone is allowed only for business purposes (with prior approval only). Due to security reasons, employees are requested to keep their mobile phones in their mobile wallet . Except for emergency employees shall not use a cell phone for personal calls within the premises other than the breaks. Employees are not allowed to keep their mobile phones on their work stations. If found with their mobile phones on their work desk, then their salary will be delayed by one month without any warning.

- There will be No paid leaves, sick leaves will be as per actual requirements, medical certificate to be submitted for more than two days of continued sick leaves. In case you are taking leave kindly update in Whtaspp Group (Dates you are taking leaves; example: "I'm on leave form 01Jan to 07thJan.2022").

- Your salary will be credited in between 15th to 17th of every month. In case any employee is taking continuous leave from 1st to 15th , there will be delay in day/days of salary disbursement corresponding to the leaves taken .

- Performance appraisals will happen after every 12 months of joining for full time employees and for Interns it will happen after set internship duration.

- There will be an Company Handbook which will be given you same day of joining. You are require to read and give acceptance.

- You are expected to keep your salary package strictly confidential and not to share any information regarding the salary. If found we right to retain your offer.

- Change in HR policy are subject to management jurisdiction.

Shivang..
23/09/24

Dr. Mahesh Bundele
B.E. M.E. Ph.D.
Director
Poornima College of Engineering
181-B, RIICO Institutional Area
Sitapura, JAIPUR

Date: - **November 1st, 2023**

Employment Offer Letter

Dear **Purohit Rahul Uttam kumar,**

We are pleased to offer you employment with **Akeo Software Solutions Pvt. Ltd.** as **Junior Software Engineer** at our development center located at **1st Floor, Malwa Tower, A-13 & 37, Hanuman Nagar, Khatipura Circle, Jaipur (Rajasthan)**, subject to the terms and conditions attached hereto in Appendix A and B.

You are required to report to duty on **January 2nd, 2024.** Your annual CTC on joining **Akeo Software Solutions Pvt. Ltd.** is **Rs. 5,09,129.00 (Refer to Appendix A)**. You may be eligible for bonus and incentives as per your performance and as determined by the Company's policy.

Appendix B lists the broad terms and conditions of service governing your employment with the Company. These are subject to change from time to time. You will be expected to carefully read, and keep yourself informed of, the policies of the Company as announced or amended from time to time.

This offer of employment is valid for a period of a week only. To confirm your acceptance to this employment offer, please put your signature on all the pages and declaration on the last page of this letter and return to us the duplicate copy of the entire agreement duly initiated and signed within a week of receiving the offer letter confirming the date of joining.

We take pride in being an employer of choice and would like to welcome you to join us and contribute to our successes.

We look forward to a long and mutually beneficial relationship with you.

Yours faithfully,

For and on behalf of
Akeo Software Solutions Pvt. Ltd.

Diksha Jain
HR Business Partner

Purohit Rahul Uttam Kumar

_____
Date

_____
Date

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Appendix A

This section outlines the details of your compensation. Please contact me if you have any queries or clarifications.

Date: **November 1, 2023**

Employee: **Purohit Rahul Uttam Kumar**

Designation: **Jr. Software Engineer**

Salary Break-Up:			
	Components	**Monthly**	**Yearly**
A	**Salary**		
	Basic Salary	8854.00	106248.00
	HRA	4427.00	53124.00
	Sub Total (A)	**13281.00**	**159372.00**
B	**Allowances and benefits**		
	Professional (ARA) Allowance	2500.00	30000.00
	Telephone and Internet Allowance	1000.00	12000.00
	Conveyance Allowance	1000.00	12000.00
	Project and Other allowances	13157.00	157884.00
	Medical Allowances	0.00	0.00
	Retention Bonus (Paid Annually) **	0.00	25000.00
	Sub Total (B)	**17657.00**	**236884.00**
C	**Bonus and Incentives**		
	Annual Bonus (Paid Annually) **	0.00	10625.00
	Holiday Allowance (Completion of every two years) **	0.00	12500.00
	Performance Incentive (Paid Quarterly) **	0.00	36000.00
	Sub Total (C)	**0.00**	**59125.00**
D	**Annual Components and Retirals**		
	Provident fund	3600.00	43200.00
	Gratuity**	369.00	4428.00
	Group Health Insurance**	510.00	6120.00
	Sub Total (D)	**4479.00**	**53748.00**
	Total Gross	**35417.00**	**509129.00**

Dr. Mahesh Bundele
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Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

All the above amounts are based on a full year of service and the amount payable would be determined pro-rata based on the number of days that you serve with the Company during the applicable financial year.

Training Period

You will have to go through training of 3 months from the day of your joining. During the training period, you will be entitled to get 75% of your salary as a fixed part. The Remaining 25% will be accumulated for the entire duration of the training and will be given based on the performance rating you receive on completion of your training.

The company reserves all rights to either extend the Training period or terminate your employment in the event that your performance is not up to expectation. In case of termination, you will not be entitled to receive any incentives.

Bonus and incentives

In addition to the above Fixed Compensation, you will be eligible for the bonus and incentives from the day of your confirmation depending on your performance as per the company policy.

Also note that employees who are on probation and not confirmed yet or serving their notice period as part of the separation process are not entitled for any incentive and bonus.

Appraisals

Performance reviews are done annually, and increments are therefore granted on merit as per the company policy in force. You will be eligible for the appraisals and salary hike as per company policy and the annual appraisal cycle.

Maternity Leaves

All-female employees who have worked in the Company for a period of not less than 80 days (in the twelve months immediately preceding the date of her expected delivery) will be eligible for 26 calendar weeks of paid maternity leaves out of which not more than 8 weeks shall precede the date of expected delivery.

The Company ensures that all female employees are offered necessary benefits under the Maternity Benefit Act, 1961 as amended from time to time.

Dr. Mahesh Bundele B.E. M.E. Ph.D.
Director
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Sitapura, JAIPUR

Group Health Insurance

Self-medical insurance of a sum assured 3 Lac is covered in the above offer letter. In case an employee is interested to get their family members covered, the premium and net payable would be changed accordingly.

Gratuity

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

Retention Bonus

The retention amount would be paid only after completing one year of service on annual basis.

Holiday Allowance

You will be eligible for Holiday allowance once you complete two years within the organization. To avail such benefits, you need to apply for a minimum of five days of leave and supporting travel documents. Also, note that employees who are serving their notice period as part of the separation process are not entitled to an such benefit.

Dr. Mahesh Bundele B.E. M.E. Ph.D.
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Sitapura, JAIPUR

Appendix B

This section outlines the general terms and conditions that would govern your employment with Akeo Software Solutions.

Duties

During the term of your employment, you shall render the services enumerated and as are customarily associated with or incident to your position in the company and shall perform such other duties and responsibilities for the Company may reasonably require, consistent with such a position.

You shall diligently and faithfully serve the Company and shall obey all reasonable and lawful directions given to you by or under the authority of the board of directors of the Company and/or your superiors and shall comply with the policies, rules, and regulations established by the Company as amended from time to time

Verification.

Your employment in the Company is subject to satisfactory verification of your certificates, testimonials and personal particulars/credentials. The Company reserves the right to obtain a background check (including criminal history record search, education and employment; and personal details verification) conducted on you directly or through nominated third-party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application or in the biodata with the Company or in the declarations made by you in this agreement, your services are liable to be terminated forthwith without any notice or any further compensation from the day such discrepancies are identified.

Place of work and mobility

You shall be based in Jaipur but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

Non-Disclosure and Intellectual Property rights

As a condition of your employment, you will be required to sign the company's standard form of employee non-disclosure and intellectual property assignment at the time of your joining. The company retains ownership of intellectual property rights relating to copyrights concerning works undertaken while in the employment of the company. You are also not allowed to carry portable storage devices in and outside of the company premises.

Termination and Notice Period

This agreement cannot be terminated before 6 months from the date of joining after which there will be a notice period for two months. After the completion of the 6 months' time period, either the company or you may at any time terminate this agreement by giving in writing to the other party two months' notice or in lieu

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Sitapura, JAIPUR

thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice.

Annual Leave

From the day of joining, you shall be entitled to annual leave according to company rules. The company's holiday year runs from the first day of January to the last day of December.

The number of annual leave is determined by the number of declared holidays of that business year. The total number of holidays, taking into account declared national holidays and annual leave entitlement for the calendar year is 18 (Excluding all national holidays) for all employees. Employees with less than 1 year of service receive a proportional amount of annual leave entitlement. Further details will be given to you at the time of your joining the organization.

Rules and Regulations

Your work in the company will be subject to the policies, rules, and regulations of the company, as promulgated and modified from time to time in relation to your conduct, employment, and all other matters. In addition to the above, all other policies, rules, and regulations as may be in operation at the time of your accepting the appointment with the company as may be amended or altered from time to time at the discretion of the company will apply to you.

Dr. Mahesh Bundele
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Director
Poornima College of Engineering
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Sitapura, JAIPUR

Declaration

By signing this agreement, I hereby acknowledge and agree that

I have carefully read and understood the above agreement (including the attached terms and conditions thereto) and accept the same unconditionally. I will make myself fully aware of, and be bound by, the rules and regulations of the Company as amended from time to time.

In particular, I declare that: -
I will furnish original copies of my certificates, testimonials, and other necessary documents, on-demand.

I acknowledge and agree to the Company reserving the right to get a background check conducted on me through a third-party agency. In furtherance thereof, I authorize the Company to collect and retain copies of my personal particulars (including educational certificates, copies of passport, driving license, PAN card, voter identification card) either directly or through a third-party agency. There are no ongoing or pending criminal cases/criminal liabilities on me.

I am not in possession, in an unauthorized manner, of any confidential, sensitive or personal information/data/ material of any other company or individual (collectively "Sensitive Data"). I shall not bring any Sensitive Data into the Company and shall not use any such Sensitive Data in an unauthorized manner, during or after my tenure with the Company.

I shall not commit, or cause to commit, any act or omission, which I believe to be illegal or against the Company's Code of Conduct.

In the event of any wilful or intentional misconduct, fraud, dishonesty or breach of confidentiality on my part, I will personally be liable to the Company and/or its clients.

I understand and agree that this consent is a condition of my continued employment by Akeo Software Solutions Private Limited (Jaipur).

This agreement and consent are given while under the employment of Akeo Software Solutions Private Limited (Jaipur).

I accept the above.

Name: **Signature :** **Date :**

_____ _____ _____

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Ref.No. BMIPL/GL/2024-25/1442

Date: 5th April 2024

Offer Letter

Dear Priyanshu,

Congratulations! Further to your interview with us, we are pleased to inform the confirmation for an internship on behalf of **BM Infotrade Private Limited** as **Power Apps Developer** and your joining date will be with effect from the **1st April 2024** is considered. You will be working on the Project Basis. Your working days are 6 Days.

You are required to complete the documentation process once we resume the office. For now, you have to submit the soft copy of the documents within 4 days over mail for the further BGV Process to be made. Following is the list ofdocuments that are necessary for the next steps:

1. Educational documents - 10th,12th, Graduation, PG, Any certification/Diploma
2. Professional Qualification (If Any)
3. Address proof (Electricity bill/ Passport/ Election card/ Driving License) along with Aadhar Card
4. ID Proof (PAN card/ Election card/ Unique identity card) (Mandatory)
5. 3 Salary slips of the Previous employer and last three month's bank statement.
6. Appointment letter of the Last employer
7. Experience, relieving letter accepted a copy of the resignation letter from the last employer.
8. 4 passport-size photos.

PS: Email confirmation is a must before the joining date, otherwise we may change your joiningdate.

Yours Truly,
BM Infotrade Private Limited

Prerna Gupta
Talent Acquisition and Operations

Candidate Name:

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

S. N. BUILDCON
48, HARI NAGAR SOCIETY,
B/H. WATER TANK,
GHATLODIA,
AHMEDABAD – 380 061
Mo. No. +91 9825061594

Date: 03-08-2023

To
Mr. Mohitkumar Jitram Yadav
Village fatiyabad post,
Nangai saliya, tehsil kishangarh bas,
Fatiyabad, Alwar, Rajasthan, India
Pin Code: 301712

Appointment Letter for the post of Civil Engineer

Dear Mr. Mohitkumar Jitram Yadav,

With reference to your application and subsequent interview you had with us on 02/08/2023, we are pleased to appoint you as a Civil Engineer in our company, on the following terms and conditions: -

1. Your appointment will commence from **08/08/2023**.
2. You will be entitling for maximum of Rs.15000- (Rupees Fifteen Thousand Only) as Salary & Allowance per month inclusive of all benefits & subject to all type of statutory deduction if any.
3. No other benefits/allowances will be applicable/ payable unless sanctioned by the company in writing.
4. You will be on probation period of **three months** from the date of your joining in the company. The management reserves its right to reduce/dispense with or extend your probation period at its sole discretion. In probation period you are not eligible for leave benefit. After 3 month you are eligible for leave benefit.
5. If your services are not found satisfactory during the probationary period, you will be terminated without giving any further notice thereof.
6. Your duties & responsibilities shall be as assigned to you by the competent authority of the company from time to time.
7. You will be required to work in the company's establishment at any project and are liable to be transferred in other project as per requirement either existing or to come up in future any ware in India. You are expected to do such other work as may be assigned to you from time to time without being entitled to extra benefits, accommodation etc whatsoever.
8. You shall not accept any other employment, part-time or otherwise or engage in any commercial activities or pursuit on your own account or as an agent for others during your tenure of the employment with the company.
9. You shall keep the company inform about any changes in your residential address and civil status if any.
10. If you wish to leave your employment, you must give **one-month prior notice** in writing to this effect.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

S. N. BUILDCON
48, HARI NAGAR SOCIETY,
B/H. WATER TANK,
GHATLODIA,
AHMEDABAD – 380 061
Mo. No. : +91 9825061594

11 If you will leave the company without notice period, you have to pay your **30 days** equal amount of salary as a compensation amount to company. Company terminates your service with immediate effect without giving any reason or any financial consideration.

12 Your appointment is given subject to information supplied/furnished in your application/bio data form to be absolute true & correct. In the event of any information supplied by you are found wrong/falls or otherwise, you shall be liable for termination with immediate effects.

13 If there is any dispute arises between the parties hereto the jurisdiction to entertain and try such disputes shall rest exclusively in a court in Ahmedabad (Gujarat) only.

Please sign your acceptance in token of this appointment letter on the above-mentioned terms and conditions and returned the duplicate copy of this letter to us.

We look forward to as long and successful association with you.

Yours sincerely,
For
For, S. N. Buildcon

D. A. Patel.

Darshan A Patel
Proprietor

Accepted
I agree the above all terms & conditions.

Mohit

Signature of Employee
Date: 29/08/23
Name: Mohit Kumar

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Date: 17 January 2024

Employment Agreement

It has been agreed between the following parties:

Cimpress India Private Limited (the "Company"), which is a part of Cimpress N.V. ("**Cimpress**"), with its registered office at Mumbai, India;

and

Mayank Sinhal,

Shiv Ganj Gali No. 1, Tilak marg gopal gali, Behind gopal mandir Near Clock Tower, Neemuch, Madhya Pradesh 458441

Appointment as Intern

By this agreement (hereinafter "Agreement") we refer to our recent discussions and on behalf of Cimpress India Private Limited, (hereinafter "Company"), we are pleased to appoint you as **Intern** and engage your services on contract on the following terms and conditions:

1.0 Commencement and Duration of Internship

Your Internship is for a fixed period of 4 months which will be effective from **Feb 07, 2024,** and this agreement of service shall stand terminated at close of business on **June 07, 2024,** unless and until terminated in accordance with clause 6.0 mentioned below during the period of 4 months.

1.1 Location

You will be stationed at **Jaipur (Remote),** India.

2.0 Duties and Responsibilities

During your internship period, you will be a part of **Cimpress Technology** team and your project details will be shared shortly.

On completion of the assignment, you are required to submit a copy of the project report to your Project guide.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

3.0 Remuneration:

You will be paid a consolidated stipend of **INR 25,000/-**per month (**Rupees Twenty-Five Thousand Only)** This will be subject to deduction of taxes as applicable. The stipend payment will be done in the first week of the month.

4.0 Holidays and Timings

You will observe the working hours and declared holidays as per the policy and timing applicable to you and as may be necessary to achieve the purpose of employment with the company.

You will be working for 5 days of any 7 days of the week with shift timings as decided by the Management. The working days might be extended & is subject to the work demand.

5.0 Employer Procedure

You are required to comply with the Code of Conduct, as well as all other rules, policies and procedures of the Organization which are applicable to all the employees.

5.1 Confidentiality Clause:

During or after your tenure with Cimpress, you will not divulge any information relating to Cimpress or any of its constituents or employees, with the unauthorized personnel or individuals, without the express authority in writing from the Management.

6.0 Termination Clause:

The Contract may be terminated at any time without notice and without further compensation if at any time in our opinion, which is final in this matter, you are found guilty of fraud, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of the code of conduct as defined by the Company or violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission, the company shall be entitled to recover the damages from you.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Please sign the copy of this letter as an indication of your acceptance of the above offer.

Yours truly,

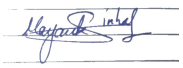
Signed for and on behalf of Cimpress India Private Limited by:



Preethi S H
Associate Director - Talent Acquisition

Date: 17 January 2024

I accept the above offer on the terms indicated. Further, I also confirm that I have read and understood the terms and conditions of the letter and hereby assure that I will abide to all the conditions mentioned.

Signature: 

Name: **Mayank Sinhal**

Date: Jan 18, 2024

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Congratulations and Welcome to Cimpress || Mayank Sinhal

Final Audit Report 2024-01-18

Created:	2024-01-17
By:	Shagun Dhane (Shagun.Dhane@cimpress.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAmVymu7_Bulc0K2SoDZsZNHOtlVIjxptt

"Congratulations and Welcome to Cimpress || Mayank Sinhal" History

Document created by Shagun Dhane (Shagun.Dhane@cimpress.com)
2024-01-17 - 2:09:03 PM GMT

Document emailed to MAYANK PCE20IT018 (2020pceitmayank18@poornima.org) for signature
2024-01-17 - 2:11:12 PM GMT

Email viewed by MAYANK PCE20IT018 (2020pceitmayank18@poornima.org)
2024-01-17 - 2:15:31 PM GMT

Signer MAYANK PCE20IT018 (2020pceitmayank18@poornima.org) entered name at signing as Mayank Sinhal
2024-01-18 - 7:54:11 AM GMT

Document e-signed by Mayank Sinhal (2020pceitmayank18@poornima.org)
Signature Date: 2024-01-18 - 7:54:13 AM GMT - Time Source: server

Agreement completed.
2024-01-18 - 7:54:13 AM GMT

Adobe Acrobat Sign

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

hr@celebaltech.com
enterprisesales@celebaltech.com
www.celebaltech.com
0141-4700659
India: A-2 7th floor, UDB Corporate Tower,
J.L.N. Marg, Jaipur

STRICTLY CONFIDENTIAL

Date: 12-August-2023
Name: Janvi Jaiswani
Location: Jaipur, Rajasthan
Country: India
Joining Code: CH24/JA/PCEJ/0823/137
PPO Code: CH24/JA/PCEJ/0824/137

Subject: Offer Letter ("PPO")

Dear Janvi,

By way of this LOI Celebal Technologies Private Limited ("Company") is pleased to share with you the proposed offer terms.

Proposed Confirmation Date as FTE:	1st August, 2024
Designation:	Associate
Place of Posting:	Jaipur, Rajasthan
Total Compensation:	INR 6,50,000/- (Rupees Six Lakh Fifty Thousand Only/-)

Please refer "Annexure A" for details of the remuneration and other allowances.
The formal employment letter will be issued on the Date of Joining as per Company's standard process.
The Date of Joining and Training Date may vary as per the Date of Exams.
Your appointment to employment will be based on your performance during the internship and training period, *inter alia*.

The following are the key indicators to measure the performance:

- Attendance
- Behavior
- Attitude
- Job Knowledge
- Active Contributor in the Project
- Work Performance
- Learning and development
- Communication
- POC and R&D
- Certifications
- Team work

We look forward to have you as a part of Celebal Tech family.

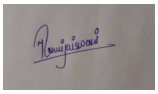
Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
181-B, RIICO Institutional Area
Sitapura, JAIPUR

Best Regards,



Sharthak Acharjee
Sr. Manager
Human Resources

Acceptance:
The above terms and conditions have been read and understood and the same are hereby accepted as the terms of my employment in the company. I understand that my employment is contingent upon my performance and completion of my graduation and subsequent communication of the same to the Company.



Name: Janvi Jaiswani

Date: Aug 14 2023 18:05 IST

Annexure A

Date of Offer: 1st August 2024

Term Sheet:

Set forth below is the outline of the management compensation, terms and conditions by which the undersigned agree to abide.

The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed in any manner or form, directly or indirectly inside or outside the company without the company's consent.

Date: 12-August-2023
Name: Janvi Jaiswani
Company: Celebal Technologies Private Limited
Position: Associate

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Salary Structure:

	Particulars	Annual CTC	Monthly CTC
A	**CASH COMPONENTS**		
	Basic + DA	**2,73,804**	**22,817**
	HRA	**1,09,524**	**9,127**
	Fixed/Total Allowances	**87,924**	**7,327**
	Bonus	**54,756**	**4,563**
	Total Cash Components	**5,26,008**	**43,834**
	Less: Deductions		
	Employee's Contribution to EPF Fund	**21,600**	**1,800**
	Total Deductions	**21,600**	**1,800**
	Net Pay	**5,04,408**	**42,034**
B	**NON-CASH COMPONENTS**		
	Company's contribution to EPF Fund	**21,600**	**1,800**
	Health & Accidental Benefit	**2,392**	**199**
	Performance Bonus (Variable, based on target achievement, to be paid Quarterly)	**50,000**	**4,167**
	Total Non-Cash Components	**73,992**	**6,166**
	Cost to Company	**6,00,000**	**50,000**

***Performance Bonus will be shared based on the individual, team and organizational performance, subject to the sole discretion of management of the Company.**

***You're eligible for one-time retention bonus of Rs.50,000 in addition to the Total CTC, post completion of 12 months as a Full-time Employee, subject to the terms and conditions including but not limited to your performance, feedback, code of conduct, attendance and parameters as per Company Policy.**

***The retention bonus must be returned to the company along with the service agreement breaching amount if you leave within 6 months of the transaction.**

Notes:

Basic	Paid on Monthly basis and is subject to tax, as per applicable law.
HRA	Provided to meet the cost of accommodation and is calculated at 40% of basic. It is paid on monthly basis and is subject to tax.
Other & Fixed Allowance	It is paid on monthly basis. This element has no linkage to any component of compensation and is subject to tax.
Medical	It is a benefit provided by the company. The coverage includes health and accidental insurance. The coverage for accidental insurance is 10L and for health insurance is 4L.
PF	As per the employee P.F. Act 1952, an employer is required to contribute minimum 12% of basic salary to EPF and the equal amount will be deducted as employee contribution from employee's monthly payroll.
Performance Bonus	The objective of bonus is to incentivize employees to achieve specific pre-determined goals. The performance evaluation will be done on quarterly basis. The first quarter bonus will be pro-rated basis from Date of Joining. This is subject to management discretion and can be revised from time to time. Payout of bonus is completely subjected to tax.
Retention Bonus	Retention Bonus is not considered part of CTC at the time of appraisal.

Sincerely,
For Celebal Technologies:

Sharthak Acharjee
Sr. Manager
Human Resources

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Zoho Sign Document ID: DF87C92FE-GGAF8GDQKGPGWG2RIBMCLZHZ6OS2MWBS5KVUPCV8UIE

CELEBAL TECHNOLOGIES
Celebal Technologies Private Limited

CIN : U72900RJ2016PTC056190
+91-8905993615
enterprisesales@celebaltech.com
www.celebaltech.com

PRE-PLACEMENT OFFER LETTER ("PPO")

Date: 11th September 2024

Dear **Gaurav,**

We, at Celebal Technologies Pvt Ltd, are delighted to formally appoint you to the position of an **Intern** in the **Data Engineer** domain. Your skills and expertise align seamlessly with our organizational needs, and we are confident that your contributions will make you a valuable asset to our team.

Name: **Gaurav Singh Rathore**
Department: **Big Data & EDW**
Location: Mansarovar, Jaipur, Rajasthan
Country: India

Joining Code:CH'24/DE/PCEJ/0924/135
PPO Code:CH'24/DE/PCEJ/0525/135

We would like to have your response by **13th Sep 2024,** EOD. In the interim, should you have any questions or concerns, please do not hesitate to reach out to the undersigned. Upon your acceptance, we will provide guidance on the necessary joining formalities. Your seamless onboarding is our priority, and we are here to assist you throughout the process.

In the event of no response by **13th Sep 2024,** EOD, this offer of employment will automatically be deemed null and void.

Please refer to the specific terms and conditions of your employment in "Appendix A." We encourage you to thoroughly review these documents to ensure a comprehensive understanding of your remuneration package and the terms governing your employment.

Disclaimer: This offer of employment is private and confidential, intended solely for the addressee. Any unauthorized dissemination, distribution, or copying of this communication is strictly prohibited

We look forward to having an enriching association with you.

For and on behalf of Celebal Technologies Pvt Ltd

Sharthak Acharjee
Senior Manager | Celebal Technologies

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
RIICO Institutional Area
Sitapura, JAIPUR

Zoho Sign Document ID: DF87C92FE-GGAF8GDQKGPGWG2RIBMCLZHZ6OS2MWBS5KVUPCV8UIE

Acceptance:

I HEREBY ACKNOWLEDGE THAT I HAVE THOROUGHLY READ THE ENTIRE AGREEMENT. I UNDERSTAND AND AGREE TO ABIDE BY THE TERMS AND CONDITIONS OUTLINED IN THE AGREEMENT THROUGHOUT MY TENURE WITH THE COMPANY. I WILLINGLY CONSENT TO COMPLY WITH THESE TERMS AND UNDERTAKE TO FULFILL MY OBLIGATIONS WITH UTMOST SINCERITY.

Signature: _____

Name: _____

Date: _____

Appendix A

INTERNSHIP DETAILS:

Internship Commencement Date	17th Sep 2024,
Internship Stipend	Rs. 10,000/- per month
Designation:	Junior Associate
Place of Posting:	Mansarovar, Jaipur,Rajasthan

TRANSITION TO FULL TIME EMPLOYEE DETAILS:

Your association with the Company will begin in the role of a Junior Associate starting from the Internship Commencement Date until you transition to a Full-Time Employee (FTE). We anticipate the following timeline to unfold successfully, provided all aspects progress as planned.

Traineeship Commencement Date:	1st Jan 2025
Traineeship Stipend:	Rs. 15,000/- per month
Proposed Confirmation to FTE Commencement Date:	1st May 2025
Cost to the Company (CTC)*:	Rs. 6,50,000 per annum

Please note:

a) The transition from Intern to Trainee and subsequently from Trainee to Full-Time Employee is contingent upon your performance within the organization.
b) This progression is dependent on your accomplishments and contributions during your tenure with us.

Your dedication and contributions will play a pivotal role.

ELEVATE YOUR CAREER: CELEBAL'S EXCEPTIONAL EMPLOYEE BENEFITS

- Exciting Pathways for Long-term Career Growth
- Unlock Global Certification Achievements
- Tailored Tenure Enrichment for Your Personal Growth
- Embark on MS Programs with Our Generous Sponsorship
- Explore a World of Rotational Opportunities
- Fuel Your Success with Dynamic Learning Initiatives
- Earn Incentives for Your Ongoing Dedication
- Prioritize Health & Wellness with Exclusive Benefits

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
RIICO Institutional Area
Sitapura, JAIPUR

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ANNEXURE A

SALARY STRUCTURE

Particulars		Annual Total CTC	Monthly CTC
A	**FIXED MONTHLY COMPONENTS**		
	Basic	273,804	22,817
	HRA	109,522	9,127
	Bonus	54,761	4,563
	Fixed Allowances	87,921	7,327
	Total A	**526,008**	**43,834**
	Less: Employee's contribution		
	Employee's Contribution to EPF Fund	21,600	1,800
	Total B	**21,600**	**1,800**
	NET PAY	**504,408**	**42,034**
B	**RETIRALS, HEALTH & WELLNESS BENEFITS**		
	Company's contribution to EPF Fund	21,600	1,800
	Health & Accidental Benefit	2,392	199
	Total C	**23,992**	**1,999**
	FIXED CTC	**550,000**	**45,833**
C	**VARIABLE COMPONENT**		
	PLI (KRA based Incentive awards) (Half yearly Payment)	**50,000**	**4,167**
D	**CONVENIENCE & BENEFITS (Annual Payment)**		
	Retention Bonus	**50,000**	**-**
	TOTAL COST TO THE COMPANY	**650,000**	**54,167**

*You are requested to make a note of the following points:

a) Performance Bonuses(PLI): Celebal's performance bonuses are based on individual, team, and organizational accomplishments, granted at the discretion of management.

b) Retention Bonus: After completion of your first 12 months as a Full-time Employee, you qualify for a one-time retention bonus of Rs. 50,000/-. This bonus, in addition to your Total CTC, is subject to various factors, including but not limited to your performance, adherence to Company's Code of Conduct, Attendance, and other parameters in alignment with the Company Policy. This is Company's heartfelt gesture to acknowledge and appreciate your unwavering dedication.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
RIICO Institutional Area
Sitapura, JAIPUR

Zoho Sign Document ID: DF87C92FE-GGAF8GDQKGPGWG2RIBMCLZHZ6OS2MWBS5KVUPCV8UIE

FOR YOUR REFERENCE, KINDLY NOTE:

Basic	The basic salary is paid on a monthly basis and is subject to taxation in accordance with the applicable laws.
HRA	The accommodation allowance, which covers accommodation expenses, is calculated at 40% of the basic salary. It is disbursed on a monthly basis and is subject to taxation.
Other & Fixed Allowance:	This allowance is paid on a monthly basis. It is an independent component of compensation and is subject to taxation.
Medical:	This is a company-provided benefit that includes both health and accidental insurance coverage. The accidental insurance coverage is up to 10 lakhs, while the health insurance coverage extends to 4 lakhs.
PF:	As per the Employee Provident Fund (EPF) Act of 1952, the employer is mandated to contribute a minimum of 12% of the employee's basic salary to the EPF fund. Simultaneously, an equal amount is deducted as an employee contribution from the monthly payroll.
Performance Bonus(PLI):	The objective of the bonus program is to incentivize employees to attain specific pre-determined goals. Performance evaluations will be conducted quarterly, and the bonus for the first quarter will be pro-rated based on the date of joining. Please note that bonus terms are subject to management's discretion and may be revised periodically. Additionally, it's important to be aware that bonus payouts are subject to taxation.
Retention Bonus:	The retention bonus is not factored into the calculation of the Cost to Company (CTC) during the appraisal process.

We are delighted about the prospect of welcoming you to Celebal and have full confidence that you will make a meaningful contribution to our team. Please accept our warm congratulations on this offer letter.

We kindly request your signed acceptance of this offer by **13th Sep 2024**, and we eagerly anticipate your arrival on **17th Sep 2024**.

For and on behalf of **Celebal Technologies Private Limited**

Sharthak Acharjee
Senior Manager | Celebal Technologies

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
RIICO Institutional Area
Sitapura, JAIPUR

Date: 08-12-2023

To,
Mr.Bhawanshu Joshi
Email Id: bhaw.joshi2021@gmail.com

Dear Bhawanshu,

Sub: Offer Letter

This is with reference to the recent interview we had with you and your desire to seek employment in our organization, we are pleased to offer you an appointment as **"Graduate Trainee"** from **"11-12-2023".** You will be deputed to **"TIMES EDUTECH AND EVENTS LTD."**

We are enclosing the details of the salary package, payable to you.

As per the terms discussed, a formal Appointment Letter will be issued on completing onboarding formalities on LSS HRMS portal and submission of scanned copy of following documents on the portal:

- CV
- Passport size Photo
- Aadhaar Card (Mandatory)
- PAN Card Copy (Mandatory)
- Certificate of Educational Qualifications (10th, 12th and Degree)
- Experience Certificates, Relieving Letter & Salary slips from previous employer
- 1 cancelled chq of the bank in which you want the salary to be transferred
- Previous UAN no & ESIC No. (Mandatory)

Kindly note this offer is subject to your furnishing the above mentioned supporting documents. In case you fail to do so or if we find any of the documents submitted are false then this offer will become invalid and stands withdrawn.

As a part of your on-boarding process, it is mandatory to complete the background verification process. You will receive an email or SMS from the Background Verification Team.

This offer is valid till your **11-12-2023** and will stand withdrawn thereafter automatically.

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

For Lobo Staffing Solutions Pvt. Ltd

Authorized Signatory

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

STAFFING SOLUTIONS
PRIVATE LIMITED
Tomorrow's People Solutions Today

Annexure: 1

Name : Bhawanshu
Designation : Graduate Trainee
Date of Joining : 11-12-2023
Location : Jaipur
Annual CTC : 3,50,016

SALARY COMPONENT	Monthly Salary	Annual Salary
Basic	18,000	2,16,000
HRA	3,600	43,200
City Compensatory Allowance	573	6,876
Medical Allowance	2,430	29,160
Statutory Bonus	2,430	29,160
GROSS SALARY (A)	**27,033**	**3,24,396**
Benefits: (B)		
PF Employer	1,950	23,400
ESIC Employer	0	0
Insurance & Other Charges	185	2,220
COST TO COMPANY (A+B)	**29,168**	**3,50,016**
Deductions: (C)		
Less: PF Employee	1,800	21,600
Less: ESIC Employee	0	0
Less: P. Tax	0	0
TAKE HOME PAY (A – C)	**25,233**	**3,02,796**

**The Basic shown in the Salary Structure enclosed is inclusive of the Minimum payable Dearness Allowance declared by the State Government.

You will be covered under Group Mediclaim Policy for sum insured of Rs.1 Lac and Accidental Cover of Rs. 3 Lac

Gratuity Will be payable as per The Gratuity Act, 1972

I hereby accept the above-mentioned terms and conditions.

Name: Janvi Sharma **Signature:** {{employee_sign}} **Date:** 08-12-2023

ISO 9001 Quality

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

STAFFING SOLUTIONS
PRIVATE LIMITED
Tomorrow's People Solutions Today

UNDERTAKING

1. I state I will be resigning from my previous employment to seek employment with Lobo Staffing Solutions Pvt Ltd and will complete all the resignation formalities with regard to my previous employment.
2. I state that I will be providing the resignation acceptance email copy from the current organization to Lobo Staffing Solutions Pvt Ltd, within 3 working days' time from the date of offer acceptance.
3. I acknowledge that the Lobo Staffing Solutions Pvt Ltd has on my representation that there are no claims or cases of fraud or misrepresentation against me by any of my previous employers, in good faith has agreed to provide employment to me.
4. I acknowledge that I will be completing all my joining formalities before the given date of joining.
5. In consideration of the Lobo Staffing Solutions Pvt Ltd agreeing to offer me the employment, I hereby undertake, that if I fail to join the company post the completion of joining formalities, Lobo Staffing Solutions Pvt Ltd reserves all the right to do the recovery for all cost incurred including Travel, Medical test, Background check, etc.
6. In the event, if I resign from the services of the Lobo Staffing Solutions Pvt Ltd before the aforesaid period of 1 Year from the date of joining the services of the Company, I shall be liable to pay to the Company the cost incurred in the On-boarding and training. I hereby agree that in such an event, Lobo Staffing Solutions Pvt Ltd may its sole discretion recover the aforesaid amount from any sums of money payable to me during my full and final settlement. In case, if the amount payable is not sufficient to recover the aforesaid amount, then I shall pay the balance amount immediately.

I hereby accept the above-mentioned terms and conditions.

Name: Bhawanshu Joshi **Signature:** {{employee_sign}} **Date:** 08-12-2023

ISO 9001 Quality

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Offer Letter

Mr. Arun Sharma
Jaipur

Subject: Letter of Offer for the post of **Business Analyst**

Dear **Arun Sharma**,

It is our pleasure to announce that, you have been selected in our company W3Speedup as **Business Analyst** . Firstly, we would like to congratulate you on securing this job.

We believe that you would perfectly suit this job profile based on your prior experience and skills. Kindly find the following confirmation of the specifics of your internship:

Position Title: **Business Analyst**
Date of Joining: 29th September, 2023
Timings: 1.30 PM to 11.00 PM
Stipend Duration: 15th of every Month
Stipend: 10,000/-(Included Food Allowance)
Leave Policy: No paid leaves
Working Days: 5 Days (Sat. & Sun. Fixed off)

Note: The Salary will be calculated on the basis of working days in a month (excluding fixed off), so if you are taking any extra leave then the calculation of deduction will be on the basis of working days calculation. (For ex: 20000/22*No of days of leave).

This letter contain **Annexure-A** (Salary Structure) and **Annexure-B** (Terms & Condition).

Kindly submit the duplicate copy of this letter in lieu of your acceptance and keep your HR discussion confidential. We look forward to work with you!

Authorized Signatory
Human Resource Department||W3Speedup

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Annexure - A

Compensation Details		
Employee Name	**Arun Sharma**	
Employee Code	**Webemp1127**	
Joining Date	**29th September 2023**	
Designation	**Business Analyst**	
Salary Structure (W.E.F.)	**1 September 2023**	
Family member	**1**	
Particulars	**Monthly**	**Annually**
Basic	**5,000**	**60,000**
House Rent Allowance	**2,500**	**30,000**
Conveyance Allowance	**800**	**9,600**
Health Insurance*	**425**	**5,100**
Food Allowance**	**1,200**	**14,400**
Special Allowance	**75**	**900**
CTC (Fixed)	**10,000**	**120,000**
Note:		
* This amount is fixed per family member added in insurance policy .		
**Its optional whether you want take the meal provide by company or want the amount in cash.		
The above-mentioned components / benefits are as per the prevalent Company policy and /or applicable law and are subject to change.		
This communication is highly Confidential between You and Driftpoint Technologies Pvt. Ltd.		

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

TERMS AND CONDITIONS OF EMPLOYEMENT

- Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of the documents or certificates given by you, We retain the right to review our offer . Employment as per this offer is subject to your being medically fit.
- During the term of your employment effective from your date of joining (hereinafter "W3SpeedUp") you agree to confirm, comply, and be bound by the policies and processes, directives, these term and conditions, applicable laws and any amendment, modification made there to and such other policies or directives which may be communicated toyou from time to time.

- Probation period for Trainee will be **6 Months** from the DOJ (Date of Joining). till your CTC will be the same as mentioned above. Confirmation of service will be subject to satisfactory work appraisal during probation period. After Probation Period your CTC will be **3.6 LPA to 4LPA** This package will remain the same for one year unless the candidate is exceptional.

- Notice period in probation period will be 30 days and 60 days after probation period.

- Your employment can be terminated by the company without written or verbal notice by team leader, manager or HR Department or salary in lieu thereof, in case if the below described circumstances:

  - Non - compliance of regulatory requirements, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, misconduct, fraud , undue or unauthorized absence, erratic attendance, medically unfit, guilty of any other conduct considered by us detrimental to the interest of the company, or the violation of one or more terms in this letter, incorrect information furnished by you or on suppression of any material information, you being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or agreement with your creditors or being held guilty by competent court of any offence involving moral turpitude. Any action against company decision will be treated as invalid.
  - In case of non-achievement of minimum KRA/performance targets your employment can be ended or terminated by issuing a letter as per the procedure of the company.
  - If you are absent without any information for 3 consecutive working days or remain absent for more than 3 working days the period of sanctioned leaves

- Non-disclosure Clause of Confidential Information:

  - Data of the customers, Vendors, Service Providers, Operators, Employees, Brokers etc gathered during the processwill solely be the property of the W3Speedup.
  - Demographic information, product pricing, deal negotiators, Schemes, Sales promotions used on the online platforms/websites/applications will solely be the property of W3Speedup.
  - W3Speedup reserve all the rights to act under the IT act 2000 against any act of violation or breach of policy.
  - Only corporate telephone connections shall be used for any telephonic communication and exchange ofinformation with any outside party.
  - Only corporate email ids shall be used for exchange of information and acquiring documents from employees oroutside party.

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- Mobile-Phone Etiquette:Usage of Mobile phone is allowed only for business purposes (with prior approval only). Due to security reasons, employees are requested to keep their mobile phones in their mobile wallet . Except for emergency employees shall not use a cell phone for personal calls within the premises other than the breaks. Employees are not allowed to keep their mobile phones on their work stations. If found with their mobile phones on their work desk, then their salary will be delayed by one month without any warning.

- There will be No paid leaves, sick leaves will be as per actual requirements, medical certificate to be submitted for more than two days of continued sick leaves. In case you are taking leave kindly update in Whtaspp Group (Dates you are taking leaves; example: "I'm on leave form 01Jan to 07thJan.2022").

- Your salary will be credited in between 15th to 17th of every month. In case any employee is taking continuous leave from 1st to 15th , there will be delay in day/days of salary disbursement corresponding to the leaves taken .

- Performance appraisals will happen after every 12 months of joining for full time employees and for Interns it will happen after set internship duration.

- There will be an Company Handbook which will be given you same day of joining. You are require to read and give acceptance.

- You are expected to keep your salary package strictly confidential and not to share any information regarding the salary. If found we right to retain your offer.

- Change in HR policy are subject to management jurisdiction.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

CIN : U66010RJ2020PTC070735

ATELIER

ATELIER INSURANCE BROKING PVT. LTD.

Strictly Private & Confidential

Date: 01-Apr-2024 **HR/MTA/04/24/AIB024**

Abhay Jain,
Poornima College of Engineering
Jaipur-302022, Rajasthan

Sub: – Appointment as a Management Trainee in Atelier Insurance Broking Pvt Ltd

Dear Abhay,

1. We are glad to inform you that you have been selected for the position of a Management Trainee in our company with the Sales Department for a period of six months. During this period, you are required to undertake all duties and activities as assigned to you by your line Manager.

2. Your DOJ in Atelier Insurance Broking will be 08-Apr-2024.

3. As a Management Trainee, you will be given monthly Stipend of Rs. 15000 per month. On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

4. You will not be eligible for any other monetary & other benefits given to permanent employees during this period.

5. In the event of your leaving our company during the training period you need to serve a notice period of 15 days along with paying a penalty of one month's pay.

6. In the event of your leaving our company into initial 45 days, company will not be liable to release any stipend or training certificate. Henceforth your first Stipend will be released in the payroll cycle post 45 days.

7. You will get training completion certificate only after completing 6 months training period.

Congratulations and welcome on board!

You can indicate your acceptance of the appointment as a Management Trainee by signing the duplicate copy of this letter.

Yours sincerely,

Shruti Kulshrestha
(Senior Manager – HR & Training)

Signature of Candidate

Reg. Address:- A-675, Siddharth Nagar, Near Airport Terminal T-2, JLN Marg, Jaipur
Telephone : - 0141-2947487, 7240393939 | Email Id:- info@atelierinsurance.com
IRDA Registration No. 760 | Registration Code No. IRDA/DB837/20, Valid till 23/07/2024
License Category : Direct Broker (Life & General)

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

VDC Technologies

REF: VDC/HR/OFFER/649 **Date:** 5th Sep 2023

Name: Priyanshi Mittal
Banik mohalla, village tasimo,
Tehsil Saipau, Dholpur
Email: 2020pceeepriyanshi14@poornima.org
Mobile: +91- 7023855102

OFFER OF EMPLOYMENT

Dear Priyanshi,

This is with reference to your application and subsequent discussion you had with us for employment in VDC Technologies Private Limited.

1. We intend to appoint you as **Trainee Engineer (MEP)** on the terms and conditions as mutually agreed upon at the time of interview. A detailed letter of appointment containing standard terms and conditions of the employment shall be issued after joining the Company.
2. Your gross compensation shall be as per Annexure-1,2 and 3
3. Your tentative joining date shall be from **18th Sep 2023 (Monday)**. In case you do not report by the stipulated date, it shall be presumed that you are not interested in the offer and the same shall stand withdrawn and cancelled without any further reference to you.
4. As discussed, there would be a probation period of 6 months for you and your services shall be confirmed in writing after successful completion of probation period. Your services can be terminated on 2 (two) weeks' notice on either side without assigning any reason. After confirmation, your notice period shall be 2 months.
5. There will be 6 working days in the week from Monday to Saturday during the probation period.
6. The extra working allowance shall be payable as per company policy applicable from time to time and the employee shall be eligible for the same only after confirmation of employment (on successful completion of said probation period).
7. The Company shall also have the right to terminate your employment without any notice or liability for compensation or damages in case it is noticed that the claim of your skills, competence and experience mentioned by you in your application/resume are not correct.
8. Your appointment will be governed by the Company's standard terms of employment & Service rules. The Company reserves the right to amend the Service Rules without notice and such changes will automatically be applicable to you.

VDC Technologies Pvt. Ltd.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

VDC Technologies

9. Please bring the following documents (along with originals for verification) at the time of joining

   a. Recent passport size colored photographs: 4 nos.
   b. Testimonials of all educational / professional qualifications.
   c. Release letter / resignation letter, Appointment letter from previous employer.
   d. Last drawn pay-slip.
   e. Copy of passport.
   f. Identity proof and Residence proof.
   g. Copy of PAN Card
   h. Form-16 from Previous Employer
   i. PAN No.

Duplicate copy of this offer may kindly be returned to us duly signed, as a token of having accepted the offer.

By accepting this letter you agree that we may make reference check to your ex-employers and seek necessary information about you.

Yours sincerely

Accepted by: Priyanshi Mittal

Authorized Signatory

VDC Technologies Pvt. Ltd.

VDC Technologies Pvt. Ltd.

Signature Priyanshi

Name Priyanshi Mittal

Date 7 sept 2023

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

VDC Technologies

REF: VDC/HR/Offer/649

Date: 5th Sep'2023

Annexure – 1

(First 3 Month)

You shall be entitled for a stipend of Rs. 5,500 per month

Annexure – 2

(4TH Month – 15th Month)

Components	Monthly	Annual
Basic	9,000	108,000
HRA	4,500	54,000
Conveyance Allowance	1,600	19,200
Special Allowance	9,725	116,700
Total Fixed Pay	**24,825**	**297,900**
Gratuity	437	5,238
Employer's Contribution to Provident Fund	1,800	21,600
LWF	50	600
Total Fixed Pay + Retirals	**27,112**	**381,111**
Annual Incentive	1,000	12,000
Total Fixed Pay + Retirals+Incentive	**28,112**	**393,111**

Notes:

1. The Employee's Provident fund contribution (both sides) shall be deducted from above CTC
2. Incentive is calculated every financial year. Disbursement mechanism is as follows: Incentive for the financial year FY 23-24 shall be payable not before Oct'24. At the time of disbursement of the same, employee should be on company's payroll.
3. Incentive is variable and dependent on two components – Individual's performance and Company's performance in the respective financial year and disbursement percentages are on the basis of performance of both these factors –the final decision on which is taken by the company's management. Based on the Performance of an Individual and Organization the Incentive amount can be in the range of INR 0/- to INR 13,200/-Per Annum.
4. Gratuity shall be payable as per Payment of Gratuity Act, 1972

VDC Technologies Pvt. Ltd. (CIN: U93000HR2014PTC052533)
Office Address: 36, LGF, Near PNB BANK, Udyog Vihar Phase 1,Sector 20, Gurugram, Haryana 122016
Phone: +91 124 4281413, www.vdcint.com, E mail: rohit.arora@vdcint.com

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

VDC Technologies

REF: VDC/HR/Offer/649 Annexure – 3 Date: 5th Sep'2023

(16TH Month - 24th Month)

Components	Monthly	Annual
Basic	10,500	126,000
HRA	5,250	63,000
Conveyance Allowance	1,600	19,200
Special Allowance	16,975	203,700
Total Fixed Pay	**34,325**	**411,900**
Gratuity	509	6,111
Employer's Contribution to Provident Fund	1,800	21,600
LWF	50	600
Total Fixed Pay + Retirals	**36,684**	**440,211**
Annual Incentive	1,500	18,000
Total Fixed Pay + Retirals+Incentive	**38,184**	**458,211**

Notes:

1. The Employee's Provident fund contribution (both sides) shall be deducted from above CTC
2. Incentive is calculated every financial year. Disbursement mechanism is as follows: Incentive for the financial year FY 24-25 shall be payable not before Oct'25. At the time of disbursement of the same, employee should be on company's payroll.
3. Incentive is variable and dependent on two components – Individual's performance and Company's performance in the respective financial year and disbursement percentages are on the basis of performance of both these factors –the final decision on which is taken by the company's management. Based on the Performance of an Individual and Organization the Incentive amount can be in the range of INR 0/- to INR 19,800/-Per Annum.
4. Gratuity shall be payable as per Payment of Gratuity Act, 1972

Yours sincerely
Authorized Signatory

VDC Technologies Pvt. Ltd.

VDC Technologies Pvt. Ltd.

Accepted By: Priyanshi Mittal

Signature Priyanshi
Name Priyanshi Mittal
Date 7 Sept 2023

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

VDC Technologies

REF: VDC/HR/OFFER/651 **Date:** 13th Sep 2023

Name: Lalit Kumar Yadav
VPO- RAMPURA BEGA KI NAGAL
DIST.- SIKAR, Rajasthan (332718)
Email: 2020pceeelalit09@poornima.org
Mobile: +91- 7357581246

OFFER OF EMPLOYMENT

Dear Lalit,

This is with reference to your application and subsequent discussion you had with us for employment in VDC Technologies Private Limited.

1. We intend to appoint you as **Trainee Engineer (MEP)** on the terms and conditions as mutually agreed upon at the time of interview. A detailed letter of appointment containing standard terms and conditions of the employment shall be issued after joining the Company.

2. Your gross compensation shall be as per Annexure-1,2 and 3

3. Your tentative joining date shall be from **18th Sep 2023 (Monday)**. In case you do not report by the stipulated date, it shall be presumed that you are not interested in the offer and the same shall stand withdrawn and cancelled without any further reference to you.

4. As discussed, there would be a probation period of 6 months for you and your services shall be confirmed in writing after successful completion of probation period. Your services can be terminated on 2 (two) weeks' notice on either side without assigning any reason. After confirmation, your notice period shall be 2 months.

5. There will be 6 working days in the week from Monday to Saturday during the probation period.

6. The extra working allowance shall be payable as per company policy applicable from time to time and the employee shall be eligible for the same only after confirmation of employment (on successful completion of said probation period).

7. The Company shall also have the right to terminate your employment without any notice or liability for compensation or damages in case it is noticed that the claim of your skills, competence and experience mentioned by you in your application/resume are not correct.

8. Your appointment will be governed by the Company's standard terms of employment & Service rules. The Company reserves the right to amend the Service Rules without notice and such changes will automatically be applicable to you.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

VDC Technologies

9. Please bring the following documents (along with originals for verification) at the time of joining

   a. Recent passport size colored photographs: 4 nos.
   b. Testimonials of all educational / professional qualifications.
   c. Release letter / resignation letter, Appointment letter from previous employer.
   d. Last drawn pay-slip.
   e. Copy of passport.
   f. Identity proof and Residence proof.
   g. Copy of PAN Card
   h. Form-16 from Previous Employer
   i. PAN No.

Duplicate copy of this offer may kindly be returned to us duly signed, as a token of having accepted the offer.

By accepting this letter you agree that we may make reference check to your ex-employers and seek necessary information about you.

Yours sincerely

Authorized Signatory

VDC Technologies Pvt. Ltd.

Accepted by:

Signature

Name_____

Date_____

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

VDC Technologies

REF: VDC/HR/Offer/651 **Date: 13th Sep'2023**

Annexure – 1

(First 3 Month)

You shall be entitled for a stipend of Rs. 5,500 per month

Annexure – 2
(4TH Month – 15th Month)

Components	Monthly	Annual
Basic	9,000	108,000
HRA	4,500	54,000
Conveyance Allowance	1,600	19,200
Special Allowance	9,725	116,700
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Total Fixed Pay + Retirals	**27,112**	**381,111**
Annual Incentive	1,000	12,000
Total Fixed Pay + Retirals+Incentive	**28,112**	**393,111**

Notes:

1. The Employee's Provident fund contribution (both sides) shall be deducted from above CTC
2. Incentive is calculated every financial year. Disbursement mechanism is as follows: Incentive for the financial year FY 23-24 shall be payable not before Oct'24. At the time of disbursement of the same, employee should be on company's payroll.
3. Incentive is variable and dependent on two components – Individual's performance and Company's performance in the respective financial year and disbursement percentages are on the basis of performance of both these factors –the final decision on which is taken by the company's management. Based on the Performance of an Individual and Organization the Incentive amount can be in the range of INR 0/- to INR 13,200/-Per Annum.
4. Gratuity shall be payable as per Payment of Gratuity Act, 1972

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

REF: VDC/HR/Offer/651 **Annexure – 3** **Date: 13th Sep'2023**

(16TH Month - 24th Month)

Components	Monthly	Annual
Basic	10,500	126,000
HRA	5,250	63,000
Conveyance Allowance	1,600	19,200
Special Allowance	16,975	203,700
Total Fixed Pay	**34,325**	**411,900**
Gratuity	509	6,111
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Notes:

1. The Employee's Provident fund contribution (both sides) shall be deducted from above CTC
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3. Incentive is variable and dependent on two components – Individual's performance and Company's performance in the respective financial year and disbursement percentages are on the basis of performance of both these factors –the final decision on which is taken by the company's management. Based on the Performance of an Individual and Organization the Incentive amount can be in the range of INR 0/- to INR 19,800/-Per Annum.
4. Gratuity shall be payable as per Payment of Gratuity Act, 1972

Yours sincerely
Authorized Signatory

VDC Technologies Pvt. Ltd.

VDC Technologies Pvt. Ltd.

Accepted By:

Signature
Name_____

Date_____

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Design2Occupancy Services LLP

To,
Kunal Yadav
PCE Jaipur

Date: December 29, 2023

Sub: Internship Offer Letter

Dear Mr. Kunal Yadav,

Design2Occupancy Services LLP is pleased to offer you an internship opportunity for a period of 6 months from mid-March 2024. Precise date of your joining will be communicated to you by the end of February 2024. You shall be working in Jaipur as an Intern. You will get the opportunity to work in multiple departments based on project requirements and performance.

Description of Internship Program & Training:

Your Stipend for the first 6 months will be Rs 12000/-per Month. Your performance review shall occur on completion of your Internship based on your performance. During your internship, you may have access to confidential, proprietary, trade secret information belonging to the Company. You agree that you will keep all this information strictly confidential & refrain from using it for your own purpose or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of the internship, you will immediately return to the Company all its property, equipment & documents.

Congratulations and welcome to the team!

At the sole discretion of the Company, after completing the internship; On Performance and Requirement basis, we will give you the offer for Full-Time employment. The Compensation Package for the Full-Time position will be set at Rs. 22,000/- per month.

Yours faithfully,

For Design2Occupancy Services LLP

For Design2Occupancy Services LLP
Human Resource Manager

02/01/2024

Ashok Chandra Joshi
Deputy Manager
Human Resources & Administration

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Genus
energizing lives

Ref:GPIL/Int./ 23-2024
11th December, 2023

Mr. Bhanu Sharma,
Poornima College
99, Patel Nagar, Niwaru Road, Jaipur, Rajasthan - 302012

Dear **Mr. Bhanu Sharma,**

Subject: Internship offer at Genus Power Infrastructure Limited

We are pleased to offer you the opportunity to join Genus Power Infrastructure Limited as an intern, effective from **11th December 2023**, and continuing until the completion of your graduation (B.Tech).

You will be provided with a monthly stipend of **Rs. 10,000/-**

During your internship, you will have the chance to gain valuable hands-on experience, contribute to meaningful projects, and work alongside our experienced professionals. This internship is designed to provide you with exposure to the industry, enhance your skills, and help you build a foundation for a successful career.

Working Hours:
Your standard working hours will be **9:00 A.M - 18:00 P.M**, and you will be expected to adhere to the company's policies and procedures.

During the internship you will have 2 alternate Saturdays off monthly.

We would also like to highlight that the company holds complete rights to terminate your internship anytime during this period with or without any reason.
Termination:

Please confirm your acceptance of this internship offer by signing and returning a copy of this letter.

We look forward to having you on board and believe that your time with Genus Power Infrastructure Limited will be both rewarding and educational. If you have any questions or need further clarification, please do not hesitate to contact-

Ms. Aanchal Jain (Asst. HR Executive)
Contact Number - 9950438304

For Genus Power Infrastructures Limited.

Arjya Kumar Mishra
Head – Corporate HR

Mr. Bhanu Sharma
Intern

Genus Power Infrastructures Limited
(A Kailash Group Company)
Corporate Identity Number
L51909UP1992PLC051997

Corporate Office:
SPL-3, RIICO Industrial Area, Sitapura, Tonk Road,
Jaipur-302022, (Raj.), India
T. +91-141-7102400/500 • F.+91-141-2770319, 7102503
E. info@genus.in • W.www.genuspower.com

Registered Office:
G-123, Sector-63, Noida,
[illegible]-201307 (India)
[illegible] 120-[illegible]999

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Date: **09-Apr-2024**

Ashish Kumar

368 Site-1 Vikas puri West Delhi-110018

Dear Ashish,

Re: Offer of employment

With your expressed interest to join **Velvu Technologies Private Limited,** it is my pleasure to extend our offer of employment (the "Employment Letter") to you as **Assistant Engineer,** with Velvu Technologies Private Limited (VELVU).

In the course of employment with VELVU, you will have access to Confidential Information that relates to or will relate to the business of VELVU and/or its affiliate. You will be introduced to important business contracts and therefore, agree to be bound by certain restrictive covenants.

The appointment will be subject to the following terms and conditions of employment.

1. **Date of Appointment:**
   Your joining date is to be agreed, but will be on or not later than **12-Apr-2024.**

2. **Duties:**
   You will perform the duties and discharge responsibilities of **Assistant Engineer**. In addition, due to the nature of the environment and consequent business needs, the duties and the responsibilities discharged by you, may be limited, supplemented or otherwise assigned or changed from time to time at VELVU's discretion.

3. **Probationary Period:**
   Initially, for a period of three months, you will be on probation before your position is confirmed. We will confirm your position post your performance review after probation period.

4. **Personal Conduct and Compliance with Policies:**
   You will be required to apply and maintain the highest standards of personal conduct and integrity and compliance with all the policies and procedures so laid down by VELVU, from time to time.

Dr. Mahesh Bundele
B.E. M.E. Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

5. **Hours of work:**
   A normal work day will be from 9:00 Am to 6:00 Pm Monday to Saturday. However, when needed, you will be required to work beyond the stipulated hours due to operational requirements.

6. **Your Cost to Company emoluments comprise of the following:**

COMPENSATION S HEET

Compensation (CTC) Structure	**14209/-**	**Gross Monthly INR (in thousands)**	**13405/-**
Monthly Earnings			Amount
Basic Salary			6703
House Rent Allowance			4692
Conveyance Allowance			2010
		Total	**13405**
Monthly Deduction's			Amount
Employee's Provident Fund @12% per annum			804
Employer's Provident Fund @12% per annum			804
Employer's ESIC fund @ 3.25% per annum			436
Employee's ESIC fund @ 0.75% per annum			101
Total Deductions (monthly)			**2145**
Net Pay			**12500**

1. **Monthly Leave:**
   You are entitled to 0 days of leave each month. The leave has to be taken with written consent of VELVU. If a leave is taken without prior information, it will amount to 2 days of leave.

2. **Income Taxes:**
   You will be responsible for all personal income taxes arising from your employment with VELVU and your personal taxes shall be deducted as per applicable Government legislation, as amended from time to time.

3. **General Provisions:**
   In respect of any matter not specifically provided for in this letter, you will be governed by the rules and regulations of VELVU in force from time to time, and in the absence of such regulation by the relevant Indian statutory regulation, if any.

4. **Protective Covenant:**

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

You acknowledge and agree that, by virtue of your employment with VELVU, you have acquired and will acquire "Confidential Information," as hereinafter defined, as well as special knowledge of VELVU relationships with its customers and business associates, and that, but for your association with VELVU, you would not or will not have had access to said Confidential Information or knowledge of said relationships. You further acknowledge and agree (i) that VELVU has relationships with its customers and business associates which have been and will continue to be developed at great expense; (ii) that many of VELVU's relationships with its customers and business associates are permanent or near permanent in nature, and will continue to be valuable, special and unique assets of VELVU; and (iii) that the foregoing are legitimate and protectable interests which are critical to its competitive advantage in the industry. In return for the consideration described in this Employment Letter, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, and as a condition precedent to VELVU entering into this Employment Letter, and as an inducement to VELVU to do so, you hereby represent, warrant, and covenant as follows:

a. That this Employment Letter has been executed freely and is a voluntary act, after having determined that the provisions contained herein are of a material benefit to you, and that the duties and obligations imposed on you hereunder are fair and reasonable;

b. You have read and fully understood the terms and conditions set forth herein, and have had time to review the terms hereof;

c. The execution and delivery of this Employment Letter by you does not conflict with, or result in a breach of, or constitute a default under, any agreement or contract, whether oral or written, to which you are a party or by which you may be bound;

d. You agree that, during the term of your employment and for a period of 6 months after the termination of your employment for any reason whatsoever, you will not, except on behalf of and as directed by VELVU, directly or indirectly, contact or solicit, any of VELVU's customers or business associated for the purpose of providing services that are the same as or substantially similar to the services and products provided by VELVU;

e. You also agree that all notes, records or other documents made or compiled by you during the period of your employment concerning the business and/or operations of VELVU shall be VELVU's property and shall, if in your possession or control, be delivered to VELVU immediately upon termination of your employment for any reason whatsoever.

f. You acknowledge and agree that the scope described above is necessary and reasonable in order to protect VELVU in the conduct of its business. You further acknowledge that these covenants are tailored narrowly to protect legitimate interests of VELVU;

5. Termination of Employment:

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

This Employment Letter may be terminated with (i) One (1) month's written notice by either party or by the payment of one month's basic salary in lieu of notice during the probation period; and (ii) in case of employer - one (1) months' written notice or by payment of one months' salary in lieu of notice upon confirmation and (iii) in case of employee - two (2) months' written notice or by payment of two months' salary in lieu of notice upon confirmation.

6. **Penalties:**
   If found in breach of provisions 11 & 12,VELVU demands a penalty of an amount equal to 3-month overall salary or the actual loss due to the breach of provisions whichever is more.

7. **Miscellaneous:**
   Notices: All notices required or permitted to be given under the provisions of this Employment Letter shall be in writing and delivered personally or by certified or registered mail.

If to **Ashish Kumar**

368 Site-1 Vikas puri West Delhi-110018

If to **VELVU**:
Velvu Technologies Private Limited
F-2, RIICO Industrial Area, Bindayaka,
Jaipur – 302012

Construction: This Employment Letter shall be construed with, and be governed by, the laws of India without giving effect to the principles of conflict of laws.

This agreement is valid for a period of 7 days from its construction.

Sincerely yours,

Saket Kabra
Director
Velvu Technologies Private Limited

Accepted and Agreed to as of

The _____ day of _____, 202__

_____ _____
(Please sign) (Date & Place)

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
181-B, RIICO Institutional Area
Sitapura, JAIPUR

Registered Address:
E-418, Road No. 14,
VKIA, Jaipur - 302013
Phone: 0141-3517981

Corporate Address:
3rd Floor, Arihant Plaza,
Amrapali Marg, Block F,
Vaishali Nagar, Jaipur,
Rajasthan 302021

Anshul Kumar Jain,

Date: September 11, 2023

Subject: Letter of Offer of employment— Validation Engineer - Trainee

Dear Anshul,

Congratulations! Following our recent discussions, we are delighted to offer you the position of **Validation Engineer - Trainee** with Polaris Smart Metering Pvt. Ltd ("**Polaris"** or "**Company"**). (Formerly known as Gram Power (India) Pvt Ltd).

Polaris provides the industry's most comprehensive Platform as a Service for smart electricity metering systems that enable utilities to radically reduce power distribution losses and manage their infrastructure digitally. Our intelligent, state of the art smart energy meter platform allows utilities to digitize and automate 100% of their metering, billing, and collection activities, and leverage AI/ML to enable faster & better decisions on how to manage large and distributed power infrastructure by plugging theft, leakages, and inefficiencies on the grid. Our platform is integrable with any smart energy meter on the market, which is why we're building it with the aim of becoming the Android for billions of meters worldwide. At Polaris, you will become a part of a fast-paced and dedicated team that works together to create a modern, clean, and sustainable power grid for India and the world. We heart fully welcome you to join us on this mission!

We look forward to your commitment to deliver results of outstanding quality and are excited to have you contribute to Polaris's objectives in terms of your work role as well as team spirit. In return, we are committed to providing you with every opportunity to learn and grow to the highest level of your ability. We are confident you will find this new opportunity both challenging and rewarding.

The following points outline the commercial terms and conditions of your employment offer at Polaris.

Title: Validation Engineer - Trainee

Start date: September 11, 2023

Location: Jaipur

Annual package and perks offered: INR 3,00,000 (Three Lacs Only)

Please note that the above compensation includes the complete contribution of employer and employee towards PF, ESI and/or other statutory compliances & taxes as outlined by govt. and applicable from time to time. Any taxes and/or statutory deductions applicable to you shall be deducted from your compensation prior to disbursement to you. Also, your compensation will be broken up into Basic, HRA and other allowances as per Company Policy and your income tax liability, which will be withheld and deposited by the Company, will be discussed with you by our finance team after receiving necessary declarations from your end.

Probation: You shall initially be put on probation for a period of Six months. The Company may decrease or increase your probation period at its sole discretion based on your performance. After you have successfully completed your probation period, your appointment will be confirmed, and you will be entitled to avail all company benefits which include leave benefits, subsidized gym membership, etc.

Dr. Mahesh Bundele
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Director
Poornima College of Engineering
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VKIA, Jaipur - 302013
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Amrapali Marg, Block F,
Vaishali Nagar, Jaipur,
Rajasthan 302021

Following the initial probationary period, a progression and performance review will be conducted on a periodical basis to assess performance to-date, and to clarify or modify this arrangement, as the need may arise.

Terms and Conditions: *See attached.*

The Company has policies pertaining to Code of Conduct, Travel, Employee Referral, Fringe Benefits, Leave and Holiday, Relocation, and Exit to ensure that our employees and their respective teams are given support in achieving their goals successfully. By signing this offer letter, you agree that you will follow these policies and any other new or amended policies that the Company may introduce in the future at all times, and also agree that there could be legal repercussions on you if the policies are violated.

This arrangement may be terminated by either party upon notice in writing to either party with notice that complies with Employment Standards for Rajasthan, India, and as per the separate Terms and Conditions document shared with you, and Polaris's policies as may be the case.

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

Sincerely,
For Polaris Smart Metering Pvt. Ltd

For Polaris Smart Metering Private Limited
Authorised Signatory

Yashraj Khaitan
CEO

With the signature below, I, Anshul Kumar Jain, accept this offer of

_____ _____

Name Date

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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3rd Floor, Arihant Plaza,
Amrapali Marg, Block F,
Vaishali Nagar, Jaipur,
Rajasthan 302021

Anshul Kumar Jain **Date: September 11, 2023**

General Terms and Conditions

1. Your appointment is subject to your being declared medically fit by the authorized medical practitioner. Please submit a doctor's certificate prior to your joining the Company.
2. You acknowledge that the Company retains the right to transfer your employment to any entity that is directly or indirectly controlled by the Company or its parent entity – Polaris Smart Metering Pvt Ltd ("**Parent**"), a company incorporated under the laws of Singapore, on terms and conditions that are no less favorable to those set forth in this Agreement.
3. You shall devote all of your professional time and effort on the business and affairs of the Company on a day-to-day basis, and shall discharge your responsibilities with reasonable care, skill and diligence. In doing so, you shall at all times act in the best interests of the Company and shall comply with applicable laws in India and policies of the Company ("**Policies"**). In the event any there is a conflict between any clause of this Agreement and the Policies, the terms of this Agreement shall prevail.
4. Since this is a full-time employment arrangement with the Company, while in the employment of the Company, you shall not be employed in any other organization on a permanent, temporary or part time basis or offer your services directly or indirectly, with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, or assist or have any financial interest in any other business or profession (other than those disclosed in Schedule 2) without the prior written consent of the Company. During the term of employment with the Company, you shall also not become a director inany other company unless otherwise permitted in writing by the Company. Notwithstanding this clause, you are free to acquire up to 5% of publicly traded securities of any company.
5. You acknowledge and agree that you will not at any time (during the term of your employment with the Company or thereafter) make or publish any disparaging statements (whether written or oral) about the Company and/or any entity that is under the direct control of the Company or Parent, or any of their respective shareholders, officers, directors or employees or defame such parties, including but not limited to the services, business ventures, integrity, veracity, or personal or professional reputation of the Company and/or any entity that is under the direct control of the Company or Parent in any manner whatsoever
6. You shall solely be liable for your personal tax liabilities in respect of any and all amounts that you are entitled to receive in connection with your employment with the Company. The Company shall be entitled to deduct, from any amounts payable or benefits provided to you, applicable withholdingtax or other taxes or charges in accordance with applicable laws of India, which shall be considered as valid discharge for the same and a copy of withholding tax certificate will be providedto you by the Company on an annual basis.

You agree to repay to the Company an amount equal to any excess salary payments made by the Company to you during the course of your employment with the Company net of any withholding tax or any other tax

Dr. Mahesh Bundele
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already paid by the Company or incurred by you in receiving such payment. If, during the term of

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

1. The Company shall pay or refund to you all reasonable and necessary expenses incurred by you for Company's business-related travel, lodging and other expenses that you may incur in the performanceof your duties, in accordance with the Policies.
2. You confirm, by accepting this appointment letter, that you are not bound by any other contractual arrangement that in any way prevents you to perform your services and be full time employed at Polaris.
3. In case of leaving services of this organization by way of resignation or otherwise, you will follow the exit policy laid out by Polaris. You will return all the assets and property of the organization such as ID card, mobile, attendance card, laptop etc. that the Company will give you in connection with your services, failing which the cost of the assets issued to you, will be recovered from full & final payment of your dues or by way of other legal process.
4. You agree that terms and conditions of your employment as contained in this document, and any other agreement that you sign with the Company shall together form part of the terms and conditions of your employment and are together referred to as "Agreement".
5. You confirm that you have the full legal capacity and individual power to enter into this Agreement and perform the obligations under this Agreement and that you do not need any approvals for the same under any other contract that you are a party to.
6. You confirm that you have not been arrested, charged or convicted for any offence under financial, anti-money laundering or securities regulations or otherwise punishable with imprisonment (excluding offences under road traffic legislation), and you have not been censured or otherwise been subjected to any disciplinary action by any regulatory authority.
7. You confirm that there are no civil, criminal, or administrative proceedings, or governmental investigations, pending or to the best of your knowledge threatened against you.
8. You hereby undertake and agree that during the course of your employment with the Company and post termination of your services or your leaving the services of the company for any reason whatsoever, you shall not lure/solicit any current or future employees working for the Company into leaving the services of the Company and joining you or any other company for a period of 2 years after ceasing to be engaged in the services of the Company.
9. Since you will join as an important member of Polaris's team, you hereby undertake that you will not directly or indirectly, whether through partnership or as a shareholder, joint venture partner, collaborator, employee, consultant or agent or in any other manner whatsoever, whether for profit or otherwise carry on any business, which competes directly or indirectly with the whole or any part of the services rendered or business done by the company for a period of 2 years after ceasing to be engaged in the services of the Company. You hereby agree that looking at the nature of the business and concerned trade practices, a period of 2 years is a 'reasonable restriction period'.

Confidential Information

Confidential Information means any information relating to your employment with the Company as well as any

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
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information relating to the business or affairs of the Company and/or any entity controlled directly or indirectly by the Company or its Parent, whether oral, written or electronic, and whether or not marked confidential or proprietary including, without limitation, information with respect to plans, implementation, strategy, business opportunities, operations, processes, projections, practices, finances, investors, principals, lenders, employees, management, vendors, suppliers, customers, potential customers, marketing methods, costs, prices, agreements, tenders or status of the business or of the Company or any entity controlled directly or indirectly by the Company or its Parent. This shall include any information, analysis or summary derived from the foregoing or developed in connection with your employment with the Company which is confidential and/or proprietary in nature.

However, Confidential Information shall not include information that is (a) or becomes available to the general public otherwise than as a result of a breach of this Agreement; or (b) made legitimately available to you by a third party without breach of any confidentiality obligation hereunder; or (c) independently developed by you without use of the Confidential Information and not in connection with your employment with the Company; or (d) already in your possession or known to you, before such informationwas disclosed to you by the Company.

With regards to the Confidential Information as described above, you agree to the following:

1. You undertake to treat the Confidential Information as strictly confidential at all times and shall not use, exploit or attempt to use or exploit, or divulge or attempt to divulge to any person, other than to the Company, its designated affiliates and their respective professional advisors or except as required by applicable law of India, any Confidential Information.
2. Confidential Information shall at all times remain the property of the Company. You shall, on being directed by the Company and/or upon termination of your employment with the Company, immediately return to the Company, the Confidential Information in your possession or control, in whatever form, and shall destroy, to the extent feasible, any electronic copies that remain accessibleto you, without retaining any copies or derivatives thereof.
3. You shall not use Confidential Information for any unlawful purpose and shall not for own purposes or benefit or for purposes or benefits other than those of the Company, copy, use or disclose to any third party any Confidential Information.
4. You shall not use or attempt to use the Confidential Information in a manner which may injure or cause loss whether directly or indirectly, to the Company or obtain or seek to obtain any financial advantage, whether directly or indirectly.

Intellectual Property

Intellectual property is core to the Company and the Company invests a great deal in creating and henceforth protecting its Intellectual property. Hence, to protect the Company's intellectual property and the Intellectual Property created by you, we require the following:

1. You acknowledge and agree that ownership of, and all right, title and interest in, all work product, improvements, developments, discoveries, proprietary information, trademarks, trade names, logos, art work, slogans, know-how, processes, methods, trade secrets, source code, application development, designs, drawings, plans, business plans or models, blue prints (whether or not registrable and whether or not design rights subsist in them), policies, utility models, works in which

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copyright may subsist (including computer software and preparatory and design materials thereof), inventions (whether patentable or not, and whether or not patent protection has been applied for or granted) and all other intellectual property developed or created from time to time by you during the course of your employment with the Company (the **Intellectual Property**) shall vest exclusively in the Company.

2. All Intellectual Property created by you shall be regarded as having been made under a contract of service.
3. In consideration of your employment with the Company, you hereby transfer and assign exclusively in favor of the Company, all rights, title and interest in and to all the Intellectual Property in perpetuity, to the maximum extent permitted by applicable laws of India**,** royalty-free, worldwide, and free from all encumbrances, together with all rights to sub-license or transfer any and all such rights.
4. Rights and obligations under this section will continue even after the termination of your employment in respect of all Intellectual Property created during the term of your employment with the Company and will be binding on you.
5. You will not make copies of any computer files belonging to the Company or their service providers and will not introduce any of your own computer files into any computer used by the Company in breach of any Company Policy and this Agreement.

Termination and Retirement

We hope that your employment with us will be a fulfilling and happy one. Our company believes in providing a challenging environment with plenty of learning opportunities. Having said that, each employee's contribution is significant to our success and growth and hence we expect that you will bring in zeal and resourcefulness in exceeding expectations. Our organization is also a harbinger of fantastic technology which is crucial to our existence.

Considering these factors, we take a breach of contract very seriously. We support our people by greatly enhancing their performance and providing training accordingly. However, if an employee is unable to meet our performance expectations, after having multiple reviews, we will consider termination to protect the interestsof the team and the Company. If an employee commits a breach of trust, this is a serious matter and legal action will be taken accordingly. The following terms and conditions are laid down keeping the above factors in mind. We thank you for your understanding:

1. In the event of your committing a breach of any of the terms and conditions of this Agreement, Company may at its sole discretion terminate your services with immediate effect without serving any notice or providing any notice pay in lieu thereof.
2. If the termination is due to a breach of contract, the Company reserves the right to withhold any amount due to you while also reserving all rights to take necessary legal action.

   Company also reserves its right to terminate your services and take legal action if at any time during your employment with the Company or thereafter you are found to have committed misconduct, or indulged in any fraud, malfunctioning, theft or any other such activities during the term of your employment with the Company.
3. You agree that in case of unauthorized absence or absence without permission beyond seven

Dr. Mahesh Bundele
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VKIA, Jaipur - 302013
Phone: 0141-3517981

Corporate Address:
3rd Floor, Arihant Plaza,
Amrapali Marg, Block F,
Vaishali Nagar, Jaipur,
Rajasthan 302021

days, you will lose your lien of your services.

4. If anytime during the first 6 months, the Company feels that your performance is not meeting the Company's expectations in spite of giving you feedback and opportunity to improve, then the Company at its sole discretion may terminate your employment by giving one month notice or providing one month notice pay in lieu thereof.
5. Period of retirement - You will retire from the services of the company on attaining the age of 58 (fifty-eight) years.
6. At any point in time, except for the condition mentioned in point 5 above, either you or the Company will have the right to terminate this Agreement by giving a 3-month notice or equivalent notice pay in lieu thereof. However, the Company reserves the right not to accept the notice pay and can require you to serve the complete notice period.

Your exit from the Company shall be carried out in line with the Company's exit policy.

In addition to the above and not prejudicial to any terms and conditions mentioned as hereinabove, by countersigning this letter you agree and bind yourself to other agreements and/or policies of the company, including but not restricted to the ones mentioned below and other agreements/undertakings/declarations/bonds/sureties/documents that you may execute in future during the course of your employment and for a period thereafter as mentioned hereinabove.

You agree to abide by:

1. Code of Conduct
2. Exit policy
3. Fringe Benefits policy
4. Leave and Holiday Policy
5. Referral policy
6. Relocation Policy

Please sign all the pages of this letter in token of your acceptance of the above terms and conditions.

Sincerely yours,

For Polaris Smart Metering Pvt. Ltd

For Polaris Smart Metering Private Limited
Authorised Signatory

Yashraj Khaitan

Founder & CEO

I accept the above terms and conditions.

Signature (Anshul Kumar Jain)

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
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Rajasthan 302021

SCHEDULE 2

LIST OF BUSINESS/FINANCIAL INTERESTS OF THE EMPLOYEE

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Offer: Computer Consultancy
Ref: TCSL/CT20244381881/Ahmedabad
Date: 15/07/2024

Mr. Yash Vardhan Singh Panwar
5, Sumel HouseAjmer Road,
Civil Lines,
Jaipur-302006,
Rajasthan.
Tel# -

Dear Yash Vardhan Singh Panwar,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be INR **7,00,022/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 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/ TCS Initial Learning Program (ILP); (detailed under Terms & 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 382 009 India
Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 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

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Gmail sharmayakshita55@gmail.com

99+
Mail
4
Chat
Meet

Compose

Inbox 11,903
Starred
Snoozed
Sent
Drafts 130
More

Labels

3rd Year NSP Projec... 2
FDP-1/8/2023 to 5/8/2023
FDP-1-5 Aug 2023 2
i3 day
III-A (2021-2022 Odd Sem)
III-C Batch 2020-2024
IV-B Even Sem (2021-20...
IV-C Even Sem (2021-20...
NAAC
NPTEL Course 2023-24 ...
NSP (2021-2022 Odd Sem)
NSP (2022-23 Even Sem)

1 of 1

Department. This position is located in Jaipur. The position is for a Development Intern.This position is scheduled to begin 19 and will be a Three-month Internship.This is a paid internship with 5000 rs per month. In this role, you will report directly to Himanshi Mittal.Please be sure to bring necessary documents with you on your first day to complete your profile. During your employment with Feel Educare Private Limited, you may have access toTrade secrets and confidential or proprietary busines belonging to the company. By Accepting this offer, you acknowledge that this information must remain confidential and agree from using it for your own purposes or disclosing it to anyone outside of the company. Also,
you agree that upon completion of your internship, you will promptly return any company-issued property and equipment alor information and documents belonging to the company. By accepting this offer, you acknowledge that you understand particip program is not an offer of employment, and successful completion of the program does not entitle you to an employment offe company.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. C agreement may only be made in writing. If you have any questions about this offer, please contact Himanshi Mittal (8440967(recruiting
department. Please revert back to confirm your acceptance of the position. We look forward to having you begin your career Educare Private Limited and wish you a successful internship. Welcome to our team!

REGARDS
FEEL EDUCARE PVT.LTD.

Yakshita Sharma <sharmayakshita55@gmail.com> Fri, 1 Mar, 16:08 (21 hours ago)
to me

Reply Forward

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

CRM LANDING
TECHNOLOGY YOU CAN TRUST
Software Consultant

OFFER LETTER

Name: Mr. Utkarsh Kaushik

23/11/2023

Dear Mr. Utkarsh Kaushik,

We take this opportunity to congratulate you that you have been selected for the post **of Associate Salesforce Developer** for **CRM Landing Software Pvt Ltd.** Your contribution is important to ensure our sustained success and growth. We hope that your career here will be a gratifying one. You would get maximum support from the whole of our team and we look forward to have the best relations with you.

Your stipend amount in **Training period** will be **Rs.10,000 (**Rupees Ten Thousand**)** as discussed and mutually agreed. You will be entitled to work as a trainee with us for a period of **6 Months** which will be effective from the date of commencement of this program. Any amendments to the Company policies as communicated from time to time will supersede the existing terms and conditions of employment and your continued employment and/or revised compensation shall be deemed consideration for accepting the new terms and conditions.

We look forward to your continued support and wish you a rewarding career ahead with CRM Landing!

Yours Sincerely,

For **CRM Landing Software Private Limited,**

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Dear Tushar Vaishnav,

Congratulations!

Your Expert Authoring account is now active. We welcome you to our authoring portal & look forward to seeing you use it actively.

You can now log in to https://expert.chegg.com to view your dashboard.

Step 1 Log in and set password

- Login ID: 2020pcecstushar190@poornima.org
- Password: To log in successfully, click on the "forget password" option to receive an email from (noreply@chegg.com) containing a password reset link. Please wait for some time for the email and don't forget to check the spam folder. Then, simply follow a few instructions mentioned in the email to reset the password.
- If the *password reset link is unclickable*, it is because your email service provider is blocking the link due to the email being in the spam folder. Request you to click on **"Report not as spam"** on the delivered mail and retry again to reset the password from expert.chegg.com
- While logging in to the authoring portal, scroll down & click on " **Agree"** on the Terms and Conditions, and you're done!

Step 2 Practice Site

- The login will redirect you to our Practice Site.
- Solve 3 questions on the practice site with average QC score >=4.5 to move to the final step.
- AND, you WILL get paid for your valid solutions in the 'passed attempt' on the Practice Site!

Step 3 Live Q&A!

Once you pass the practice site, you will get access to Live Q&A, meaning you can now start solving and earning!

Don't forget to join our power-packed welcome webinar. Click here to register and learn the process and best practices.

To know more about the authoring dashboard, check out this article.

Below are a few details regarding compensation:

- Registered Subject: Computer Science (Further subject change not allowed)
- Rate per correct solution: 189 INR
- Click here to read about the payment details and process.
- Once you clear the Practice Site, your daily authoring limit for Live Q&A will dynamically vary every day based on your authoring performance.

If you have further queries, explore our self-help section. If you don't find what you're looking for, submit a ticket.

Thanks & Regards,

Expert Hiring Team

Chegg India Pvt. Ltd. | www.cheggindia.com

This email was sent by hiringexpert@chegg.com to 2020pcecstushar190@poornima.org
Not interested? Unsubscribe | Manage Preference | Update profile
Chegg India | 401, Baani Corporate One | Jasola, New Delhi - 110025

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

You Aim We Help!

Brudite
Be Erudite

OFFER LETTER

Dear Tushar Sharma,

Congratulations! We are delighted to offer you the position of **Associate Software Engineer** at Brudite Pvt. Ltd.

We expect you to join us on or before October 16 2023. You will be on probation for a period of **6 months** from the start date of your employment and your monthly compensation will be **Rs 21,000** in the probation period. Your actual date of joining shall be deemed as your effective date of appointment. Your gross compensation will be **Rs. 6,00,000 per annum**, on a cost-to-the-company basis after the completion of 6 Months based on your performance.

You will be joining an organisation that continuously reinvents itself, creating a culture of innovation, and thus you will have many opportunities to grow and develop. We are hopeful you will find your time with us to be challenging and fulfilling!

If you wish to discuss any detail of this offer, please feel free to contact us.

Best Regards,

Sushma Tiwari

Mrs. Sushma Tiwari
Director

BRUDITE ADDRESS

A : 54-55 First Floor, Opposite, Kumbha Marg, Krishna Vihar, Sector 5, Pratap Nagar, Jaipur, Rajasthan 302033

P : +91 - 907 662 4183

E : info@brudite.com

W: www.brudite.com

Dr. Mahesh Bundele
B.E. M.E. Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Gmail

Tripti Somani <triptisomani18@gmail.com>

Congratulations – Amazon internship offer details enclosed!

1 message

Student Connect - APAC <studentconnect-apac@amazon.com> 21 August 2023 at 11:27
To: "triptisomani18@gmail.com" <triptisomani18@gmail.com>

Hi Tripti,

You got the internship! We are thrilled to extend you an offer to join Amazon as **Software Development Engineer Intern**.

Congratulations! We know that managing school commitments and job interviews is a lot, and we appreciate the time and effort you dedicated to the process.

Please review your offer details below, and complete the survey: https://amazonexteu.qualtrics.com/jfe/form/SV_8Bbl2oJX54u0aoK?Q_CHL=gl&Q_DL=EMD_q6OdVaynmvsPK38_8Bbl2oJX54u0aoK_CGC_eWNOvvhFjY6yxtf&_g_=g by **August 23rd 2023** so we can capture your offer status. We also encourage you to take a look at the mandatory check list that you will need to submit closer to your start date. Please note that we will send out an email 30-45 days ahead of onboarding confirming actual start dates and team details.

Stipend per month in INR	110000
Internship Start Date (tentative)	Jan 2024
Internship End Date (tentative)	July 2024

In addition, your offer includes the following benefits

- **Relocation allowance**. You are entitled to 400 USD per month as relocation allowance. These funds can also be used towards other expenses such as checking baggage, utilities, furnishings, etc. The amount is in USD and will be converted to local currency at time of payment. For more details, please refer the Intern relocation policy. Please note relocation is applicable only if the mode of internship is Hybrid or in-person. This will be confirmed at least 30 days ahead of your start date along with the joining details email.
- **Meal card** of INR 1,100 per month.

Please note that it is mandatory to submit a **No objection certificate (NOC)** attested by your campus officials to proceed with the onboarding. More details on NOC will be shared in the subsequent email.

If you have questions, please email studentconnect-apac@amazon.com, and our recruiting team will reply within three business days.

Once again, congratulations, Tripti. We are excited for you to come build the future with us!

Thank you,

Amazon Student Programs

Follow this link to the Survey:
https://amazonexteu.qualtrics.com/jfe/form/SV_8Bbl2oJX54u0aoK?Q_CHL=gl&Q_DL=EMD_q6OdVaynmvsPK38_8Bbl2oJX54u0aoK_CGC_eWNOvvhFjY6yxtf&_g_=g

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Amazon Development Centre (India) Private Limited

Payslip For : APR-2024

Amount in INR

Employee Code	202893028	EMPLOYEE NAME	Tripti Somani
Bank	HDFC	Bank A/c No	50100523952604
DOJ	08 Jan 2024	LOP days	0
PF A/c No		STD Days	30
PF UAN		No. of Days Paid	30
Department	Transportation Financial Systs	Designation	Software Dev Engineer Intern
Location	BANGALORE	Previous Month LOP	0
ESI No		Employee Class	Intern

Earnings	No of Units	Earned	Deductions	Amount
STIPEND		110,000.00	Professional Tax	200.00
GROSS EARNING		**110,000.00**	**GROSS DEDUCTIONS**	**200.00**
NET PAY		**109,800.00**		

Important Notes

** This is a computer generated payslip and does not require signature and stamp.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR



Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

GARUD SURVEY PVT. LTD.

January 5th, 2024

Offer Letter

Dear Tripti,

We are delighted to offer you the position of ***'Business Development – Trainee'*** *at our company '****M/s Garud Survey Private Limited****'.It is expected that you join on* ***January 22th, 2024****. Your designated location for onboarding will be the* ***MIIC, near MNIT Campus, JLN Marg, Jaipur - 302017, Rajasthan****.* ***Please find the terms and conditions of your employment contract below:***

- ***Working Days and Hours*** *- The normal working days are Monday to Saturday, and you will be required to work* ***for 8 hours and 30 minutes from 10:00 am to 6:30 pm****. You will be expected to perform your duties to the best of your abilities, including any additional duties that the company may assign to you from time to time.*

- ***Stipend Details:*** *Your stipend for this position has been set at* ***12,500/- per month****. This stipend reflects our commitment to providing fair compensation during your training period.*

+91-7410911999 | +91-7230911999
Head Office: 108, MIIC, MNIT Campus, JLN Marg, Jaipur, 302017, Rajasthan.
Registered Office: F-11, Panwar Tower Complex, Govt Press Road, Bikaner 334001, Rajasthan
CIN Number - U74999RJ2019PTC066536

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

- ***Training Period & Degree Completion and Onboarding:*** *A minimum training period of three months is mandatory, during which you will be considered a trainee. Upon securing authorization letter-like documents from your college, confirming the successful completion of your degree without any backlogs, and upon the actual completion of your degree, the official onboarding process to our company will commence. A comprehensive performance review will be conducted at the conclusion of the training period to assess your achievements. Following the receipt of the authorization letter-like documents and confirmation of the degree, there will be a designation upgrade and a revision of the compensation package based on your training performance.*

- ***Nature of duties -*** *You will perform to the best of your abilities in which fulfil your duties which are inherent in your post and any additional duties as the company may call upon you to perform, from time to time.* ***Employees need to have their own laptop and cell phone and to follow the SOP without fail****.*

- ***Non-discloser*** *- During this period, you may have access to the Company's clients and confidential information. You acknowledge that you must keep all this information and Client information strictly confidential and will not share it with anyone outside the Company. You will refrain from using it for your own advantage/purposes and upon completion of the Employment; you will return all the documents, equipment, and all property of the Company.*

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

- ***Confidentiality*** *- As a Business Development Intern, you are required to uphold strict confidentiality regarding private company data and assets. Without explicit authorization, sharing this information with any individual outside of the organization is prohibited. There are serious consequences for breaking this confidentiality agreement, involving legal action, damages, and penalties. You are required to return all business property and records as soon as your employment ends, making sure that no private information is held on to. Protecting our reputation and the confidence of our clients and stakeholders requires that we protect our confidential information. Your dedication to absolute confidentiality protects our business and supports our integrity.*

- ***Leaves -*** *You will be entitled to* ***One paid leave per month*** *as intern, and if you take more than one leave, your salary will be deducted. You must obtain prior approval from your reporting head before taking any leave. Uninformed leave will result in a deduction.*

- ***Probation Period -*** *You will be initially on probation for a period of 02 (Two) Months during which you may be removed from your appointed post without giving any notice or reason there if not found satisfactory as per performance reviews.*

- ***Termination -*** *After the probationary period concludes, either party may terminate this agreement by giving written notice of one month (or providing payment in lieu of notice) to the other party. The employer reserves the right to terminate the employee if they are found to be in violation of the company's general policies.*

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
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GARUD SURVEY PVT. LTD.

- ***Code of Conduct*** *- As an Employee, all company policies mentioned above apply to you. We have some additional expectations about your behavior at work, which we outline here. We can't cover every single case.*

- ***Acceptance of our Offer Letter -*** *Please sign the attached copy of this Letter as a token of acceptance of the terms and conditions embodied herein within 1 (One) day after you receive the Letter.*

Welcome aboard!

Vishal Modi

(CEO & Managing Director)

GARUD SURVEY PVT. LTD. Authorized BIKANER

Signature: _____

Date: January 5th, 2024

Place: Jaipur

EMPLOYEE'S DECLARATION
I accept the above terms and conditions.

Tripti Agarwal

Signature: _____

Date: _____

Place: _____

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Technology Mindz HR sent you Tanya Arora - Offer Letter via PandaDoc

Inbox

Technology... 10 Apr

to me

PandaDoc

Technology Mindz HR sent you **Tanya Arora - Offer Letter**.

OPEN THE DOCUMENT

FORWARD

Report spam

Use PandaDoc to create, send, track, and eSign documents — quickly and securely

Reply

99+

Dr. Mahesh Bundele
B.E. M.E. Ph.D.
Director
Poornima College of Engineering
RIICO Institutional Area
Sitapura, JAIPUR

Pre Onboarding process- Technology Mindz

Inbox

HR TM 12 Apr

to me

Hi Tanya,
Greetings!!!

As per your mail regarding the joining date, it is confirmed as (15th April, 2024), here we're initiating with your Pre- onboarding process.

Please fill enclosed
the **Joining Form** and **Form 11** share it back to me.

In case of any query feel free to contact us.

Preeti Saxena
Human Resource
Technology Mindz

+91-9251655349
hr@technologymindz.com
www.technologymindz.com

Reply

99+

Dr. Mahesh Bundele
B.E. M.E. Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Welcome to Technology Mindz

Inbox

HR TM 12 Apr

to me

Hi Tanya,
Greetings of the day!!!

I'd like to welcome you to **Technology Mindz**. We are excited that you have accepted our job offer and agreed upon your start date. **15th April 2024, Monday)**

Reporting time would be (Remote) - **10:30 AM**
Contact Person Name- **Preeti Saxena**
Contact No.- **9251655346**

New employee induction is provided on the joining date of the candidate. You will meet with Human Resources staff to learn about company policy.

Preeti Saxena
Human Resource
Technology Mindz

Reply

99+

Dr. Mahesh Bundele
B.E. M.E. Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Confirmation of Internship Offer at Requin Solution.

Inbox

Nikita Kulhari 13 Apr
to me, simpal, Dilip

Dear **Tanya**,

I hope this email finds you well. We are delighted to inform you that you have been selected as the **Technical Analyst Intern** at Requin Solutions. Your joining date is scheduled for **April 15th, 2024.** Your monthly stipend will be **10,000 pm.**

Please note that this internship is for a duration of 6 months, and it is essential to commit to the entire period without interruption. **Kindly ensure that you bring hard copies of the specified documents on the date of joining.** You will receive the hard copy of your offer letter on the same day.

We look forward to welcoming you to our team and wish you a successful and enriching internship experience.

Reply

99+

Dr. Mahesh Bundele
B.E. M.E. Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

OFFER LETTER

February 14, 2024

Dear TANU AGARWAL,

Congratulations, you have successfully made it through the Selection process. We are pleased to offer you the role of **Business Development Trainee** with **PLACIFY TECHNOLOGIES PVT. LTD**. We are excited to have you onboard with us. We believe that you are a suitable candidate and would play a significant role in the success of our organization. We wish you success with a platform for learning with lots of experience in **PLACIFY**.

Please find the following details:
Job Title: Business Development Trainee
Duration of Internship: 4 Months
Training Date: 23rd February to 28th February
OJT Start Date: 29th February 2024
OJT End Date: 30th June 2024
Reporting Date and Time: 10:30 AM,12th February 2024

Stipend: INR 17,000 Per Month + 10,000 Incentives Based on target overachieved.

Target: The target will be discussed and assigned during the induction. Full-time will be after the successful completion of the probation period.

Please confirm your acceptance, by signing the letter and mail the signed and scanned copy of your offer letter with the documents as mentioned below to the same mail within **3 working days. Otherwise, it will automatically withdraw if we do not receive your acceptance as per the mentioned timeline. 5 days training period will be unpaid**. In case of any query or doubts kindly reach out to us. I have read and understood the above terms and conditions and I accept this offer, as set forth above with **Placify**, and will **report on 23rd February 2024.**

SIGNATURE: _____ DATE: _____

(Candidate's Signature)

+91-8920736774 Greetings@placifytechnologies.com

23, Jakhar Marg, Vivek Vihar, Bajaj Nagar, Jaipur, Rajasthan 302015

CIN: U62099RJ2023PTC089872, PAN: AAOCP0686Q

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

TRAINING POLICY

- By accepting this offer letter, you are agreeing to carry out all the tasks and responsibilities assigned to you during your working hours in accordance with our company's management guidelines.
- We kindly request that you focus on your job during your designated working hours and put in your best effort. You are not permitted to engage in any other employment activities during this time, except for those related to your college commitments.
- During your internship, you will be entitled to one paid sick leave. To avail of this sick leave, you will need to provide the necessary documentation to support your illness or medical condition.
- In addition to the one paid sick leave, please note that you will not be eligible for any other employee benefits during your internship period.
- During your internship period, the company reserves the right to end your internship if there is unsatisfactory performance, a breach of the code of conduct, or any misconduct within the organization.
- If you decide to discontinue your internship for any reason, it's important to formally inform the HR department and your managers through email. Additionally, you will be required to serve a notice period of 15 days. Once this notice period is completed, your full and final settlement will be processed.
- It's essential to adhere to all the rules, regulations, the code of conduct, and other policies established within the organization.
- Upon successfully completing your internship, you may be considered for a full-time job offer from the company, contingent on your consent & your performance during the internship period.

- **Working Hours:** 9 hours including a lunch break of 1 hour.
- **Job Type:** Full Time
- **Location**: Jaipur
- **Office Time**: 10:30 PM TO 07:30 PM.

DATE: _____

SIGNATURE: _____

(Candidate's Signature)

Best Regards

PLACIFY TECHNOLOGIES PVT. LTD. JAIPUR

PLACIFY TECHNOLOGIES PRIVATE LIMITED

+91-8920736774 Greetings@placifytechnologies.com

23, Jakhar Marg, Vivek Vihar, Bajaj Nagar, Jaipur, Rajasthan 302015

CIN: U62099RJ2023PTC089872, PAN: AAOCP0686Q

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Documentation

Sl. No	Particulars
1.	**Professional / Educational Certificates and Mark Sheets towards:** • 10th standard or equivalent examination (Original MS for Verification) 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications(If any)
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name as per Bank records, Accounts Number, IFSC Code**

+91-8920736774 Greetings@placifytechnologies.com

23, Jakhar Marg, Vivek Vihar, Bajaj Nagar, Jaipur, Rajasthan 302015

CIN: U62099RJ2023PTC089872, PAN: AAOCP0686Q

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

HIKE EDUCATION PVT. LTD.

EMPOWERING PROFESSIONALS

Plot no. 880, 1st Floor, Udyog Vihar Phase V, Sector 19, Gurugram- 122016

Selection Letter

Dear **raj6305255383@gmail.com**,

We're jubilant to inform you that you've been selected at **HIKE EDUCATION PRIVATE LIMITED**.

Thank you for appearing in the campus placement drive held at your institute/university. We have completed all of our interviews.

We're delighted to inform you that we would like to offer you the **Business Development Executive** position. We believe and feel confident that your strong skills will contribute to the growth of our organization.

Your starting salary annexure is attached with this letter. Kindly be assured that the other details like Date Of Joining & Location will be shared with you in the Letter Of Intent.

Feel free to reach out to us either at **hr@hikeedu.in** or **cr@hikeedu.in** for any queries / suggestions or feedback.

NOTE: Your Date of Joining will depend upon your release date from the university / college.

Thanks & Regards,
Human Resource Department
Hike Education Private Limited

HIKE EDUCATION PRIVATE LIMITED

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

HIKE EDUCATION PVT. LTD.

EMPOWERING PROFESSIONALS

Plot no. 880, 1st Floor, Udyog Vihar Phase V, Sector 19, Gurugram- 122016

Annexure

"raj6305255383@gmail.com"

PARTICULARS	PROBATION	CONFIRMED
CTC (Annual)	₹ 5,82,000	₹ 6,42,000
BASIC	₹ 12,500	₹ 15,000
HRA	₹ 6,250	₹ 7,500
MEDICAL ALLOWANCE	₹ 1,875	₹ 2,250
TRANSPORTATION ALLOWANCE	₹ 1,250	₹ 1,500
SPECIAL ALLOWANCE	₹ 3,125	₹ 3,750
NET HOME INTAKE	₹ 25,000	₹ 30,000
OUTDOOR MEETING ALLOWANCE (₹ 150/- per day * 30 days)	₹ 4,500	₹ 4,500
PERFORMANCE LINKED INCENTIVES (Payable on the basis of achievement of monthly targets)	₹ 15,000	₹ 15,000
MISCELLANEOUS INDUCEMENT (Payable on the basis of achieving minimum 125% monthly target)	₹ 3,000	₹ 3,000
PUNCTUALITY BONUS (Payable on the basis of 100% attendance)	₹ 1,000	₹ 1,000
GROSS (MONTHLY)	₹ 48,500	₹ 53,500

Thanks & Regards,
Human Resource Department
Hike Education Private Limited

HIKE EDUCATION PRIVATE LIMITED GURUGRAM

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

CORIZO
Empowering Tomorrow's Leaders

OFFER LETTER

DATE: 24.02.2024

Dear **SUBANSHIKA,**

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment offer with Corizo Edutech.
We take this opportunity in wishing you the very best in your new employment as well as advising you on the following clauses that govern your employment:

1. **Period of Service**: The minimum period of service is **three (3) months** from the date of enforcement of this offer letter. The employee may **choose to extend their employment** via communication verbally as well as via written communication to their reporting HR personnel for an additional period as per their wishes. The **minimum period of service is not negotiable. The first ten(10) days including the day of joining will be "On Job Training" or "Training Period" and will be unpaid.**

2. **Designation** :You shall be employed as a **Business Development Associate (BDA).**

DOJ: 18th March, 2024

3. **Remuneration:** For the duration of your probation period you will be eligible for a compensation of **INR 15,000** which will be fixed and upto **Rs.10,000** will be the variable pay per calendar month.

Please find the following confirmation of your employment.

Probation Start Date: **18/03/2024**

Probation End Date: **18/06/2024**

After Probation Period: You shall be eligible for a remuneration of **INR 400,000 CTC** per annum of service plus an additional amount of **INR 250,000 CTC** as per company policies in the form of incentives and bonus.

5th floor Classic Arena VMF2+7FJ, Hosur Rd, AECS Layout - A Block, Singasandra, Bengaluru, Karnataka 560068

support@corizo.in

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

4. **Deductions** : The remuneration for any calendar month shall be subject to deduction under the following conditions:

- Unexcused leaves (without prior notice and/or no notice whatsoever)
- Leaves exceeding the prescribed number of leaves for a calendar year.
- Destruction of company property.
- Loss and/or theft of company data which includes but is not limited to leads, raw data,
- information of clients/prospects and so on.
- Misappropriation of company resources.
- Failing to meet minimum monthly targets.

5**. Roles and Responsibilities:**

- Identify and develop strategic relationships with potential customers.
- Develop a strong pipeline of new customers through direct or indirect customer contact and prospecting.
- Ongoing monitoring and analysis of pipeline to review performance & optimise accordingly to ensure objectives are met.
- Maintaining strong follow-ups and regular feedback calls.
- Creating lead engagement plans and strategy.
- Studying the details of each offering and remaining abreast of updates to these offerings.
- Efficient and effective lead utilisation with consistent follow-ups, low Turn-Around-Time (TAT) and increased connectivity with multiple attempts.
- Update and create tailored client proposals and negotiate further to close the deals
- Building cross-discipline relationships in the organisation, partnering closely with the growth and marketing team, providing feedback and insights.

6. Intellectual Property Rights: Any and all research, development or improvement on existing procedure or product shall the intellectual property rights of Corizo Edutech and the employee shall hold no rights to lay claim to or raise any dispute for the same. Any personal resources or patents implemented by the employee during his tenure shall be at the discretion of the employee alone and the company hold no rights to persuade the employee otherwise.

7. **Non-disclosure agreement (1)**: The employee shall under no circumstances disclose the workings, data or information of the company to any third party. All data, information which includes but is not limited to information pertaining to employees, clients, collaborated companies, etc. is the sole property of Corizo Edutech and any employee found in breach of this agreement will be subject to punitive action which includes but is not limited to deductions, suspension and termination depending on the severity of the breach.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

8. **Non-disclosure agreement (2):** The employee shall under no circumstance **disclose information or discrepancies pertaining to their salary, incentives, promotions and disputes to any other employee under any circumstance.** Should any breach of this agreement come to light, the employee will be subject to **disciplinary action which includes but is not limited to suspension. deductions and termination** based on the severity of the breach.

9. **Leaves :**
The employee is entitled to a total of **22 paid leaves for 12 months** of service apart from regularly scheduled weekly leaves .
The leave shall be divided into two categories as follows:

- 15 casual leaves (with 24 hours notice and not more than 2 per month)
- 7 sick leaves (with supporting documents)

Additional leaves will be marked as unexcused leaves and will result in loss of pay.
In the case of unavoidable situations such and severe illness, death in the family, etc, the appropriate decision shall be made based on available information and upon discussion with the employee.

11. **Working hours:**
The daily login time for all employees will be **11:00 AM**, a buffer period of 15 mins will be provided in the case of unavoidable circumstances. Any employee reporting after 11:15 AM shall be marked as LOP for half a working day with no exceptions.
Daily break timings are as follows:
2:00 PM to 3:00 PM - Lunch Break
5:45 to 6:00 PM - Tea Break
Logout time for employees shall be 8PM with the exception of meetings, pending work, celebrations and gross negligence of duties.

12. **Work Location:** Bangalore.

13. **Termination:**
The company holds the right to terminate the services of any employee at any point in time. The employee will be provided with a notice of 2 days to complete all hand-over procedures and return company property with includes but is not limited to company property, devices, information, data, ID cards and anything else that may have been issued to the employee during his/her period of service.
You shall not take uninformed leave for more than 3 consecutive days, upon breaching company holds the right to terminate you from your position and your remuneration will be withhold.

15. **Resignation:**
Should the employee wish to end his/her service with the company, they shall be required to inform their reporting HR personnel via **verbal and written communication in the from of a mail**. The employee is mandated to serve a **notice period of 30 days**, followed by an "exit interview", from the date of submission of their letter of resignation. Failing to serve the notice period with result in **forfeiture of any due remuneration and issue of pay slips. The notice period is non-negotiable.**

By accepting this offer letter you agree to abide by all the aforementioned terms and conditions. You also agree to keep all terms of this agreement confidential to any third party or other **employees under clause 7 & 8**. In addition, you agree to maintain and uphold basic social contracts which do not fall under the jurisdiction of this agreement but upon the character of the employee and strive towards an ideal work environment.
This agreement sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company pertaining to this agreement should be through the Human Resource department only.**

To indicate your acceptance, please mail the signed and **scanned soft copy of the offer Letter and the documents** as mentioned below to <**radhika@corizo.co.in**> within **2 working days** from the receipt of this mail. The offer shall stand automatically withdrawn without further action on the part of **Corizo Edutech** if we do not receive your acceptance as per the mentioned
timeline.

Acceptance of the candidate: I have read and understood the above terms and conditions and I accept this offer, as setforth above with Corizo Edutech.

Signature: _____ ***Name:*** _____

Date: _____

Required Documets:
1. Graduational Certificate-Degree mark sheet
2. Colour scanned copy of your photographs
3. Aadhar Card Scanned Copy
4. PAN Card Scanned Copy
5. Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

OFFER LETTER

February 14, 2024

Dear SRISHTI MALU,

Congratulations, you have successfully made it through the Selection process. We are pleased to offer you the role of **Business Development Trainee** with **PLACIFY TECHNOLOGIES PVT. LTD**. We are excited to have you onboard with us. We believe that you are a suitable candidate and would play a significant role in the success of our organization. We wish you success with a platform for learning with lots of experience in **PLACIFY**.

Please find the following details:
Job Title: Business Development Trainee
Duration of Internship: 4 Months
Training Date: 23rd February to 28th February
OJT Start Date: 29th February 2024
OJT End Date: 30th June 2024
Reporting Date and Time: 10:30 AM,12th February 2024

Stipend: INR 17,000 Per Month + 10,000 Incentives Based on target overachieved.

Target: The target will be discussed and assigned during the induction. Full-time will be after the successful completion of the probation period.

Please confirm your acceptance, by signing the letter and mail the signed and scanned copy of your offer letter with the documents as mentioned below to the same mail within **3 working days. Otherwise, it will automatically withdraw if we do not receive your acceptance as per the mentioned timeline. 5 days training period will be unpaid**. In case of any query or doubts kindly reach out to us. I have read and understood the above terms and conditions and I accept this offer, as set forth above with **Placify**, and will **report on 23rd February 2024.**

SIGNATURE: _____ DATE: _____

(Candidate's Signature)

+91-8920736774 Greetings@placifytechnologies.com

23, Jakhar Marg, Vivek Vihar, Bajaj Nagar, Jaipur, Rajasthan 302015

CIN: U62099RJ2023PTC089872, PAN: AAOCP0686Q

Dr. Mahesh Bundele
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Director
Poornima College of Engineering
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TRAINING POLICY

- By accepting this offer letter, you are agreeing to carry out all the tasks and responsibilities assigned to you during your working hours in accordance with our company's management guidelines.
- We kindly request that you focus on your job during your designated working hours and put in your best effort. You are not permitted to engage in any other employment activities during this time, except for those related to your college commitments.
- During your internship, you will be entitled to one paid sick leave. To avail of this sick leave, you will need to provide the necessary documentation to support your illness or medical condition.
- In addition to the one paid sick leave, please note that you will not be eligible for any other employee benefits during your internship period.
- During your internship period, the company reserves the right to end your internship if there is unsatisfactory performance, a breach of the code of conduct, or any misconduct within the organization.
- If you decide to discontinue your internship for any reason, it's important to formally inform the HR department and your managers through email. Additionally, you will be required to serve a notice period of 15 days. Once this notice period is completed, your full and final settlement will be processed.
- It's essential to adhere to all the rules, regulations, the code of conduct, and other policies established within the organization.
- Upon successfully completing your internship, you may be considered for a full-time job offer from the company, contingent on your consent & your performance during the internship period.

- **Working Hours:** 9 hours including a lunch break of 1 hour.
- **Job Type:** Full Time
- **Location**: Jaipur
- **Office Time**: 10:30 PM TO 07:30 PM.

DATE: _____

SIGNATURE: _____

(Candidate's Signature)

Best Regards

PLACIFY TECHNOLOGIES PVT. LTD. JAIPUR

PLACIFY TECHNOLOGIES PRIVATE LIMITED

+91-8920736774 Greetings@placifytechnologies.com

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Documentation

Sl. No	Particulars
1.	**Professional / Educational Certificates and Mark Sheets towards:** • 10th standard or equivalent examination (Original MS for Verification) 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications(If any)
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name as per Bank records, Accounts Number, IFSC Code**

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OFFER LETTER

LiftU

April 11,2024

Re: Offer Letter

Dear Silky,

On behalf of Liftu.tech, I am pleased to offer you employment with Liftu.tech in the position of Trainee, starting on April 15,2024. In that position, you will report to Co-founders, Varun aggarwal and Sourabh Lodha.

During your Trainee Period, you will be provided zero cost training for 3 months. Post successful completion of training, you will be extended an offer to join liftu.tech at 4 LPA.This position is a part-time position where you will spend time in learning the key concepts, assignment completions and work with your trainer to become a working professional.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Additional Terms and Conditions of Offer:

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
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This offer is for your eligibility for 3 months training provided by liftu.tech. Eligibility criteria solely decided by the company is "at will,". Employees are expected to have 100% attendance during the period and comply with all the training methodology of the company.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire on April 14,2024 at 5:00 pm.

Silky, we are excited by the prospect of you joining the Company.

Sincerely,

Sourabh Lodha
Cofounder
Liftu.tech

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Offer: Computer Consultancy
Ref: TCSL/CT20234289450/Ahmedabad
Date: 15/07/2024

Mr. Siddharth Kothari
295Shanti Nagar,
Opposite Durgapura Railway Station,
Jaipur-302018,
Rajasthan.
Tel# -

Dear Siddharth Kothari,

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** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 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/ TCS Initial Learning Program (ILP); detailed under Terms & 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 382 0[illegible]
Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 02[illegible]
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.[illegible]

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COMPENSATION AND BENEFITS

BASIC SALARY
You will be eligible for a basic salary of **₹14,784/-** 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 **₹5,914/-** 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. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. **Communication Allowance**
   You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of ₹**1,700/-**. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus
Your Performance Bonus will be ₹**600/-** per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

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

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.

OTHER BENEFITS

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

HIS offers the following benefits:

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.

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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 towards Provident Fund as per the provisions of the said Act.

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (From 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity
You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

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

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sessions & proctored assessments. Further to accepting this Offer letter, you are recommended 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.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS ILP Program 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 program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS ILP trainees without any further intimation/separate communication to you.

4. Working Hours

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

5. Mobility

TCSL reserves the right to transfer / utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

6. Compensation Structure / Salary components

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

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7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

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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 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

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

15. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

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18. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in https://nextstep.tcs.com Your background check initiation is complete only when you initiate your BGC online at https://nextstep.tcs.com and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number **19**. Submission of documents.

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

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Tata Consultancy Services Limited
5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 38[illegible]
Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 02[illegible]
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,
  address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 *There is no criminal offence registered/pending against you
 *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

20. TCS ILP Program

On joining TCSL, you will be given the benefit of formal training (TCS ILP 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.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.

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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.

24. Data Privacy Clause:

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

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

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

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

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

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

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface

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

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GROSS SALARY SHEET **Annexure 1**

Name	**Siddharth Kothari**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Poornima College Of Engineering, Jaipur**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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.

*** For HIS - Note that Rs.7,900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	0	0
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

AHMEDABAD TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat. India	**BHUBANESWAR** TCS XP HR Lead Tata Consultancy Services, Kalinga Park | Talent Development Block | Barabati Building. IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.
BANGALORE TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066	**CHENNAI** XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India
DELHI XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303.India	**HYDERABAD** XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India
INDORE TCS XP HR Lead Tata Consultancy Services IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore -452018, Madhya Pradesh.	**KOLKATA** TCS XP HR Lead Tata Consultancy Services, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP & GP, Kolkata, West Bengal 700091.
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India
MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.	**NAGPUR** TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India
PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune -411057, Maharashtra	**TRIVANDRUM** TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark campus, Kariyavottam P.O. Trivandrum-695581, India

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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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

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2. Associate's Obligations

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

3. Intellectual Property Rights

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

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4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

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

8. No License

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

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9. Equitable Rights

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

10. General

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

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

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

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

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

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

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ROBOTICSFORSURE
INNOVATIVE SOLUTIONS FOR WORLD

Job Offer Letter

Mr. SHUBHAM PRAJAPATI, April 08, 2024

S/o Mr.

Address:

Dear Avinash,

We are pleased to offer you, subject to the Offer Contingencies below, a position as an **RPA Trainee** with Roboticsforsure LLP**.**

Offer Contingencies: This offer, is contingent on:

You have no conflicting obligations that would prevent you from working for Roboticsforsure LLP.

1. **Compensation:** Your remuneration will be at the rate of **15,178/- (CTC) per Month during the Probation/training period.** You are entitled to a compensation package of **20,187/- (CTC) per Month for the first year after successful completion of training.** Based on your performance, you may be entitled to an increment in the next year, which can be up to 30%. Your Salary in hand will be after Your PF/ESI/TDS Deductions from CTC as per Govt. Norms.

2. **Appointment Date:** your appointment is effective from **April 10, 2023,** and you will report to the Head of Recruitment Dr. Rakhi Chauhan.

3. **Probation/Training period:** After the joining date, the first 1 month will be considered as a probation period and the next 5 **months** will be considered a training period. During the training period, you are not entitled to have any vacations. After successful completion of training, you may be offered full-time employment.

4. While on **probation/training,** depending on your performance the Firm at its discretion may extend the probationary/training period and/or confirm you as a permanent employee.

5. The initial contract period for your employment is up to 24 **Months of full-time employment including probation/Training period,** based on your contract period Firm has few binding conditions.

a. You must sign a bond guarantee for the equivalent in terms of **12 months of current basic salary compensation;** a separate document will spell out the exact terms and conditions.

b. You need to provide a **signed cheque to comply with the agreement.**

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
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6. Your entitlement to a statutory bonus will be as declared from time to time provided your basic salary is within the limits prescribed under the Payment of Bonus Act, in addition to the Project incentive.
7. If, however, you should decide to terminate your employment with the Firm, based on your responsibility you must provide the Firm with **at least 2 Months of the notice period,** prior the relieved from your job responsibility. In the case of immediate release, you may have to compensate in financial terms. Also as forced saving amount will be forfeited as a Penalty.
8. In case of termination of services without notice period, Firm may not release the reliving and experience documents to support your employment. As well as **Firm, may blacklist the candidate for future employment.**
9. **Vacation:** During the job, you are a permanent employee you are allowed 12 days (Paid/Planned Leaves) per year to be used as medical or vacation days. All the vacation will be approved two weeks in advance.
10. Office working hours are 9:30 AM to 6:30 AM, but the work facility is available for employees to use 24x7.
11. You are required to have an average of 45 hours of work per week, Lunch and personal break times are excluded from the minimum work hour requirement.
12. Submit an Original of your credentials and emergency contact information for verification **on or before April 10, 2024.**

a. Certified copy of PAN Card/AADHAR Card/Voter ID/Driving License **(PAN and AADHAR is mandatory)** issued by Government Authority.

b. Certified copy of Educational Certificate issued by Board/University.

Note: Your Originals will be returned after verification.

13. Your appointment is a full-time assignment, and you will not at any time engage in any paid occupation or business outside the Firm without obtaining the prior written consent of the Firm. Further, this offer is subject to your undertaking that you will not during your employment with the Firm or at any time thereafter disclose to any person, firm, or Firm any information concerning the affairs of the Firm, or disclose, without the written permission of the Firm, any information which is or may be confidential.
14. A condition of your service is that you can be transferred temporarily or permanently for duty anywhere in India or abroad depending on the exigencies of work of the Firm or its affiliates/subsidiaries.

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15. Salary and level of earnings within your group is personal to you depending upon your background, experience, and performance. As such a comparison between individual employees is invidious. Information related to your payroll is strictly confidential and as such you are requested not to discuss or disclose any information pertaining to your and other's salary perks.

16. Income tax and other taxes if any will be to your account and is subject to deductions at source wherever applicable.

17. For any further clarification on matters related to your salary/perks, you are requested to personally contact HRD Department.

18. The terms and conditions of your service are subject to change from time to time by the Firm.

Sincerely,

Brijesh Singh

CEO

I have read the provisions of the Employment Agreement and I accept the above offer.

Date:

08/04/2024

SHUBHAM PRAJAPATI

RPA Trainee

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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ANNEXURE A

SALARY STRUCTURE DETAILS

Further to your offer as **RPA Trainee** with our organization, the details of your salary structure are given herewith. The salary is liable to deductions as per the Indian Income Tax Act.

COST TO FIRM				
Particular	**In Probation / Training**		**After Probation**	
	Monthly in	**Annual in**	**Monthly in**	**Annual in**
Basic Salary	8,400.00	1,00,800.00	11,475.00	1,37,700.00
House Rent Allowance	3,360.00	40,320.00	4,590.00	55,080.00
Other (Special) Allowance	2,940.00	35,280.00	3,500.00	42,000.00
Sub Total 1 (Gross Salary)	**14,700.00**	**1,76,400.00**	**19,565.00**	**2,34,780.00**
Employer contribution to ESIC @3.25% of Gross Salary	478.00	5,736.00	622.00	7,464.00
Total Cost to Firm	**15,178.00**	**1,82,136.00**	**20,187.00**	**2,42,244.00**

RoboticsForSure LLP
Plot No. 83/130, Third Floor, Opp. Govt. Girls Poly. Degree College, Haldi Ghati Marg. Pratap Nagar, Sanganer, Jaipur (302033)
Contact us:+91 9413533399, 8619827131 | Visit us: www.roboticsforsure.com

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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NET TAKE HOME SALARY SUBJECT TO TDS IF ANY				
Gross Salary-Sub Total 1	14,700.00	1,75,400.00	19,565.00	2,34,780.00
ESI(Employee'sContribution to ESI @.75% of Gross Salary)	110.25	1,315.50	146.73	1,760.85
Net Take Home Salary	**14,111.75**	**1,69,349.00**	**18,796.27**	**2,25,555.00**

Gratuity (as per Govt. Norms):	You do complete 5 years of continued service with the organization; you are eligible for a Gratuity benefit	
Benefits	**Insurance**	After 1 year continue
	Bonus/incentive	As per your work performance
TDS Deductions		TDS Deduction as per Indian Income Tax Act.

For, Roboticsforsure LLP

Dr. Rakhi Chauhan
Director HR and Finance

SHUBHAM PRAJAPATI
RPA Trainee

RoboticsForSure LLP
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ANNEXURE B

Please get the below documents on the date of joining Roboticsforsure LLP

1	Offer Letter (Self Attested)
3	2 passport size photos
4	Updated Resume
5	Photocopies (Self Attested) & Originals for Verification
	- Degree Certificate & Mark Sheet
	- Any Other Certificates
6	IDENTITY PROOF (Any two of the following)
	- Valid Passport Photocopy
	- Driving License Photocopy
	- Voter ID Card Photocopy
	- **AADHAR CARD Photocopy (Mandatory)**
	- **PAN Card Photocopy (Mandatory)**
7	Proof of Date of Birth (10th Class Mark Sheet)
8	**Signed Cheque of Personal Account (Mandatory)**

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

DATANSH
A DIGITAL RELATION

https://datansh.com
contact@datansh.com
+91 97891 26914

K-7, Tonk Road,
Income Tax
Colony,Durgapura,
Jaipur 302018

Offer Letter

To: Shrishti Agarwal
Sub: Offer Letter
Offer Date: 09 October 2023
Joining Date: 11 December 2023
Reference: DATANSH/DS-JPR-00040

This is with reference to your interview, we are pleased to confirm an employment offer for the post of **Software Engineer Trainee** with Datansh Solutions Private Limited, at Jaipur, under the following terms and conditions.

Terms and Conditions:

1. Your yearly compensation will be **Rs. 4,00,000** after successful completion of training period. The training period will be of six months, where in the first three months of period, your compensation will be Rs. 15,000 and Rs. 18,000 for the remaining three months of training period.
2. You will not take up any other appointment or assignment during your tenure with us and will maintain strict confidentiality of all the employment and employer's information.
3. You will be entitled to all-inclusive **Eighteen (18) days** of **paid leave** per year as mentioned in the staff policy manual after the completion of the training period.
4. This appointment is also contingent upon your adherence to the Company's policies and procedures applicable to all employees generally, and/or applicable to your position or function within the Company.
5. You agree that unless specifically stated in writing and signed by both you and an authorized officer of the Company, subject to controlling law, any employment granted to me is at will and for an indefinite term and that such employment may be terminated after the completion of two years from the date of employment at any time by giving a 90 days' notice either by you.
6. The employment service agreement will be for two years starting from the day of the employment.
7. Company has the right to terminate your contract at any moment for any disciplinary action or on account of poor performance.
8. You agree that the Company may on its own or through an external agency perform a background check on you and you have no objection to the same. The background check may involve obtaining feedback from the References provided by you.
9. You agree that, at the time you leave the employ of Company, you will deliver to Company (and will not keep in possession, recreate or deliver to anyone else) all source code, object code, hardware devices, equipment, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, books, and any other documents or property, or reproductions of any aforementioned items developed by you pursuant to employment with Company or otherwise belonging to Company, its successors or assigns.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

DATANSH
A DIGITAL RELATION

https://datansh.com
contact@datansh.com
+91 97891 26914

K-7, Tonk Road,
Income Tax
Colony,Durgapura,
Jaipur 302018

9. General Provisions:

a. Entire Agreement: The Employment Contract consists of the documents listed below and the terms included therein:

- Offer of Employment.
- Term of Employment.
- Employee Confidentiality, Invention Assignment, and Non-Compete Agreement. The Employment Contract sets forth the entire agreement and understanding between the Company and me relating to the subject matter herein and merges all prior discussions between us. No modification of or amendment to the Employment Contract, nor any waiver of any rights, will be effective unless in writing signed by the party to be charged. Any subsequent change or changes in my duties, salary or compensation will not affect the validity or scope of the Employment Contract. b) Governing Law; Consent to Personal Jurisdiction: The laws of the State of Rajasthan will govern the Employment Contract, and I hereby expressly consent to the personal jurisdiction of the High Court located therein for any lawsuit arising from or relating to my employment. c) Severability: If one or more of the clauses in this Terms of Employment are deemed unenforceable, then the remaining clauses will continue in full force and effect. d) Successors and Assigns: This Employment Contract will be binding upon my heirs, executors, administrators, and other legal representatives and will be for the benefit of the Company, its successors, and its assigns.

b. Representative Warranties:

- By signing this letter, you are representing to the Company that your acceptance of this offer and agreeing to employment with the Company under these terms will not conflict with, violate or constitute a breach of any employment or other agreement to which you are a party and that you are not required to obtain the consent of any person, firm, corporation or other equity in order to accept this offer of employment.
- You are required to engage yourself exclusively in the work assigned by Datansh Solutions Private Limited and shall not take up any independent or individual assignment (whether the same is part-time or full-time, in an advisory capacity or otherwise) directly or indirectly.
- You represent that you have provided the Company with full and accurate documentation of your last drawn compensation.
- To the fullest extent permitted by law, you agree to keep the terms of this letter confidential and agree not to share them with anyone; if done so, it is at your own risk.

Dr. Mahesh Bundele
B.E. M.E. Ph.D.
Director
Poornima College of Engineering
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Sitapura, JAIPUR

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contact@datansh.com
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K-7, Tonk Road,
Income Tax
Colony,Durgapura,
Jaipur 302018

Further, the Company is fully authorized to take appropriate action in event of your indulging in:

- An act of fraud or dishonesty in the course of your employment with the Company
- Conviction of (or plea of no contest with respect to) a crime constituting a felony
- An act or an omission that causes you or the Company to be in violation of Central or State securities laws, rules, or regulations, and/or the rules of any exchange or association of which the Company is a member, including statutory disqualifications.
- Your material breach of any written policy applicable to your employment with the Company
- Your material violation of the Company's written Confidential Agreement, a copy of which is being provided with this letter. Any intentional violation of these or any other Company procedures can result in disciplinary action being taken against you, which may result in termination of your employment with or without notice or compensation.

Datansh Solutions Private Limited:

_____

Sunil Kumar
Co-Founder

Employee (You):

_____

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
181-B, RIICO Institutional Area
Sitapura, JAIPUR

Date: 17 January 2024

Employment Agreement

It has been agreed between the following parties:

Cimpress India Private Limited (the "Company"), which is a part of Cimpress N.V. ("**Cimpress**"), with its registered office at Mumbai, India;

and

Shiwang Gupta,

Plot no.164, Ganesh Nagar, Gali No. 06, Near Sri Balaji College of Engineering, Bainad Road, Jaipur, Rajasthan - 302013

Appointment as Intern

By this agreement (hereinafter "Agreement") we refer to our recent discussions and on behalf of Cimpress India Private Limited, (hereinafter "Company"), we are pleased to appoint you as **Intern** and engage your services on contract on the following terms and conditions:

1.0 Commencement and Duration of Internship

Your Internship is for a fixed period of 4 months which will be effective from **Feb 07, 2024** and this agreement of service shall stand terminated at close of business on **June 07, 2024** unless and until terminated in accordance with clause 6.0 mentioned below during the period of 4 months.

1.1 Location

You will be stationed at **Mumbai (Remote),** India.

2.0 Duties and Responsibilities

During your internship period, you will be a part of **Cimpress Technology** team and your project details will be shared shortly.

On completion of the assignment, you are required to submit a copy of the project report to your Project guide.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

3.0 Remuneration:

You will be paid a consolidated stipend of **INR 25,000/-**per month (**Rupees Twenty Five Thousand Only)** This will be subject to deduction of taxes as applicable. The stipend payment will be done in the first week of the month.

4.0 Holidays and Timings

You will observe the working hours and declared holidays as per the policy and timing applicable to you and as may be necessary to achieve the purpose of employment with the company.

You will be working for 5 days of any 7 days of the week with shift timings as decided by the Management. The working days might be extended & is subject to the work demand.

5.0 Employer Procedure

You are required to comply with the Code of Conduct, as well as all other rules, policies and procedures of the Organization which are applicable to all the employees.

5.1 Confidentiality Clause:

During or after your tenure with Cimpress, you will not divulge any information relating to Cimpress or any of its constituents or employees, with the unauthorized personnel or individuals, without the express authority in writing from the Management.

6.0 Termination Clause:

The Contract may be terminated at any time without notice and without further compensation if at any time in our opinion, which is final in this matter, you are found guilty of fraud, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of the code of conduct as defined by the Company or violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission, the company shall be entitled to recover the damages from you.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Please sign the copy of this letter as an indication of your acceptance of the above offer.

Yours truly,

Signed for and on behalf of Cimpress India Private Limited by:



Preethi S H
Associate Director - Talent Acquisition

Date: 17 January 2024

I accept the above offer on the terms indicated. Further, I also confirm that I have read and understood the terms and conditions of the letter and hereby assure that I will abide to all the conditions mentioned.

Signature: Shiwang

Name: **Shiwang Gupta**

Date: Jan 17, 2024

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Congratulations and Welcome to Cimpress || Shiwang Gupta

Final Audit Report 2024-01-17

Created:	2024-01-17
By:	Shivani Goyal (Shivani.Goyal@cimpress.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAIfG_-ZTq9LShRAYvdyyYo5gUAdsxZ0KI

"Congratulations and Welcome to Cimpress || Shiwang Gupta" History

Document created by Shivani Goyal (Shivani.Goyal@cimpress.com)
2024-01-17 - 11:51:01 AM GMT

Document emailed to 2020pcecsshiwang178@poornima.org for signature
2024-01-17 - 11:51:55 AM GMT

Email viewed by 2020pcecsshiwang178@poornima.org
2024-01-17 - 12:29:02 PM GMT

Signer 2020pcecsshiwang178@poornima.org entered name at signing as Shiwang Gupta
2024-01-17 - 5:17:18 PM GMT

Document e-signed by Shiwang Gupta (2020pcecsshiwang178@poornima.org)
Signature Date: 2024-01-17 - 5:17:20 PM GMT - Time Source: server

Agreement completed.
2024-01-17 - 5:17:20 PM GMT

Adobe Acrobat Sign

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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Headquarters
Northern Virginia,8605,
Westwood Center Dr, Suite
301, Vienna, VA, 22182 USA

India Development Center
Jangid Complex, 48, 49, I Block
Kirti Sagar, Mangyavas, 302020,
Jaipur, Rajasthan, IND

Attn: Shivam Patil
shivampatil2110@gmail.com

Re: Internship Offer Letter

On behalf of RoboMQ Pvt. Ltd. (the "Company"), I am pleased to extend to you this offer of internship as **"Associate, Software Engineer"**.

You are required to report on or before 9th October 2023 failing which the offer will stand withdrawn unless any written communication on the extension of date is approved by the undersigned or designated management representative. Your work location will be Jangid Complex, 48-49, I Block, Kirti Sagar, Mangyavas, Jaipur, Rajasthan - 302020. Your primary responsibilities will be software development, design, testing, working with the US based team of RoboMQ, pre-sales activities and other tasks and responsibilities as assigned from time to time.

You will be on an internship for six months from the start date of your internship. After your internship, you may be offered to continue as a full-time employee subject to your performance. During the internship, you will be paid stipend as per the attached internship policy. You are expected to complete full 6 months of internship to be eligible to receive internship completion certificate.

Upon transition to full-time employment, you will be paid an annual CTC (Cost to Company) INR 7,00,000 .0 LPA (Indian National Rupee Seven Lakhs Per Annum Only) less applicable taxes and withholdings, payable monthly. The CTC also includes an annual bonus of INR 60,000 (Sixty Thousand Only) which will be payable after completion of 12 months from your Full-Time Employment Date. Once you become a Full-Time Employee, you will have 15 days of personal time off (PTO) per year in addition to holidays, as per the current company policy along with a five-day working model. A separate employment letter would be issued upon conversion to full time employment.

During your internship, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of internship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your internship, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. All trade secrets, mechanisms, patents, copyrights, sales contacts that you are involved in are to be treated with confidence and it remains intellectual property of the company.

We are offering you this internship on the assumption that the particulars provided are correct, and you have not concealed or withheld any relevant facts. If it is found to be the contrary, your offer with the company shall stand terminated and cancelled with or without notice.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

DocuSign Envelope ID: 2222B0A8-C997-4163-B428-8FEB92854DA5

On your first day at work or the joining date, you are required to carry the original along with a copy of each of the below mentioned documents, in the absence of which your on-boarding may be withheld.

1. RoboMQ Internship Offer Letter acceptance copy (Self-attested)
2. Copy of Resume (Self- attested)
3. Educational Marksheets (Secondary, Senior Secondary, Graduation and P.G certificates if any) (Self- attested)
4. 2 Passport Size photograph
5. PAN Card
6. Address and ID Proof (Aadhar Card)
7. Cancelled Cheque

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to us within three (3) business days.

Very truly yours,

DocuSigned by:
Mohanlal Goel
EF00D47B7C8247B...

Name: Mohan Lal Goel MD, RoboMQ Date: 9/29/2023

I accept the internship with the Company on the terms and conditions set out in this letter.

Name: Shivam Patil Signatures: DocuSigned by: A691C4EE8BDF454... Date: 9/30/2023

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

THOUGHTSWIN SYSTEMS

Empower Your Data to Decision Journey

Sep 30, 2023

Shivam Khandelwal

Dear Shivam,

We are pleased to extend an offer you a position at ThoughtsWin System Private Limited as an intern. We were impressed with your qualifications and believe that your skills will be an excellent match for our needs.

Position: Intern
Duration: Until Graduation
Manager: Vinay Sinwar
Location: Jaipur
Hours: 9 Hours

Compensation and Benefits:

During your internship, the Stipend will be of 15,000/- per month post which will be revised to Rs. 550,000/- per annum

Terms and Conditions:

In the event of a probation period, the employer will count the first six month or until graduation as a training phase. The Trainee (Intern) must complete that phase. When the intern decides to depart before the training phase is over, they are responsible for paying the entire stipend as compensation for the training expenses.

Kind regards

Vinay Sinwar,Hiring Manager

Shivam Khandelwal

ThoughtsWinSystems.com

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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Headquarters
Northern Virginia,8605,
Westwood Center Dr, Suite
301, Vienna, VA, 22182 USA

India Development Center
Jangid Complex, 48, 49, I Block
Kirti Sagar, Mangyavas, 302020,
Jaipur, Rajasthan, IND

Attn: Shitanshu Goyal
shitanshugoyal2002@gmail.com

Re: Internship Offer Letter

On behalf of RoboMQ Pvt. Ltd. (the "Company"), I am pleased to extend to you this offer of internship as **"Associate, Software Engineer"**.

You are required to report on or before 9th October 2023 failing which the offer will stand withdrawn unless any written communication on the extension of date is approved by the undersigned or designated management representative. Your work location will be Jangid Complex, 48-49, I Block, Kirti Sagar, Mangyavas, Jaipur, Rajasthan - 302020. Your primary responsibilities will be software development, design, testing, working with the US based team of RoboMQ, pre-sales activities and other tasks and responsibilities as assigned from time to time.

You will be on an internship for six months from the start date of your internship. After your internship, you may be offered to continue as a full-time employee subject to your performance. During the internship, you will be paid stipend as per the attached internship policy. You are expected to complete full 6 months of internship to be eligible to receive internship completion certificate.

Upon transition to full-time employment, you will be paid an annual CTC (Cost to Company) INR 7,00,000 .0 LPA (Indian National Rupee Seven Lakhs Per Annum Only) less applicable taxes and withholdings, payable monthly. The CTC also includes an annual bonus of INR 60,000 (Sixty Thousand Only) which will be payable after completion of 12 months from your Full-Time Employment Date. Once you become a Full-Time Employee, you will have 15 days of personal time off (PTO) per year in addition to holidays, as per the current company policy along with a five-day working model. A separate employment letter would be issued upon conversion to full time employment.

During your internship, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of internship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your internship, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. All trade secrets, mechanisms, patents, copyrights, sales contacts that you are involved in are to be treated with confidence and it remains intellectual property of the company.

We are offering you this internship on the assumption that the particulars provided are correct, and you have not concealed or withheld any relevant facts. If it is found to be the contrary, your offer with the company shall stand terminated and cancelled with or without notice.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

On your first day at work or the joining date, you are required to carry the original along with a copy of each of the below mentioned documents, in the absence of which your on-boarding may be withheld.

1. RoboMQ Internship Offer Letter acceptance copy (Self-attested)
2. Copy of Resume (Self- attested)
3. Educational Marksheets (Secondary, Senior Secondary, Graduation and P.G certificates if any) (Self- attested)
4. 2 Passport Size photograph
5. PAN Card
6. Address and ID Proof (Aadhar Card)
7. Cancelled Cheque

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to us within three (3) business days.

Very truly yours,

DocuSigned by:
Mohanlal Goel
EF00D47B7C8247B...

Name: Mohan Lal Goel MD, RoboMQ Date: 9/29/2023

I accept the internship with the Company on the terms and conditions set out in this letter.

Name: Shitanshu Goyal Signatures: DocuSigned by: 63C2FAA4F87C4E5... Date: 9/29/2023

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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India Development Center
Jangid Complex, 48, 49, I Block
Kirti Sagar, Mangyavas, 302020,
Jaipur, Rajasthan, IND

RoboMQ Internship Policy

RoboMQ hires interns every year under its "Intern to Hire" program which is intended to offer an opportunity to learn, grow, and convert to Full Time Employment after completion of the internship. Following are the salient elements of internship policy at RoboMQ:

1. Subject to performance evaluation during the internship and the management decision, the Interns will be offered an opportunity to join RoboMQ as Full Time Employee (FTE).
2. Interns are expected to complete 6 months of the internship program from their internship start date.
3. Interns will only be eligible to receive an internship certificate upon completion of the internship program and not fulfilling the above condition will make an intern ineligible to receive a certificate of internship completion. Upon completion of the internship program, interns will be offered a full-time job with RoboMQ subject to satisfactory performance and the cultural fit to the company.
4. Once an intern is converted into FTE, she or he will be required to submit proof of completion of degree within 6 months of the FTE conversion date. The failure to do so will lead to termination of employment with RoboMQ.
5. Interns are not entitled to any paid leave or Personal Time Off (PTO) or any other perks.
6. The number of leaves availed during the entire period of the internship will be considered at the evaluation to offer the FTE position as one of the dimensions of the selection process. However, interns can avail leaves for their final exams on prior approval by the Management.
7. During the internship, interns will earn a monthly stipend of Rs. 11,088/- per month. (Statutory Deductions Rs 1762, In Hand Salary- Rs 9,326/-).
8. The company reserves the right, in its sole discretion, to change, revise, or edit the policy at any time.

I accept the internship Policy with the Company on the terms and conditions set out in this letter.

Name: Shitanshu Goyal

Signatures: DocuSigned by: 63C2FAA4F87C4E5...

Date: 9/29/2023

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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RoboMQ

RoboMQ EMPLOYEE CONFIDENTIALITY AND INTELLECTUAL PROPERTY AGREEMENT (Including Invention Assignment, Non-solicitation and Noncompetition)

I, Shitanshu Goyal ("Employee"), recognize and acknowledge that my position with **SRB Technologies, Inc. DBA RoboMQ**, a Virginia corporation (together with any of its related or affiliated entities, the ("Company") will be one of trust and confidence.
I understand and acknowledge that the Company has a legitimate interest in preventing the dissemination or misuse of Confidential Information, including trade secrets belonging to the Company, and therefore agree to sign this Employee Confidentiality and Intellectual Property Agreement ("Agreement").

THEREFORE, as a condition of employment with the Company and in consideration of employment, compensation, training and other good and valuable consideration, the sufficiency of which is hereby acknowledged, I agree as follows:

1. Non-Disclosure of Confidential Information. I recognize and acknowledge that during my employment with the Company, I will have access to certain information not generally known to the public, relating to the Company's business. I agree that this information is "Confidential Information" that belongs to the Company.

1.1 "Confidential Information" includes, without limitation, any information, in any form, that the Company identifies as or considers to be confidential or proprietary, and that is not publicly or generally available relating to the Company's trade secrets (as defined by the Uniform Trade Secrets Act); know-how; concepts; methods; research and development; products, technology development plans; marketing plans or strategies, databases; inventions; research data and mechanisms; software (including functional specifications, source code and object code); procedures; engineering; marketing strategies; sales; customers and customer contacts and needs; personnel and compensation information; joint venture partners; suppliers; financial status and strategies; contracts or investors. Confidential Information includes information developed by me, alone or with others, or entrusted to me by the Company or by its customers or others.

1.2 During the term of my employment and thereafter, I agree to hold the Company's Confidential Information in strict confidence, and not disclose or use it at any time except as authorized by the Company and for the Company's benefit. If anyone tries to compel me to disclose any of the Company's Confidential Information, by subpoena or otherwise, I will immediately notify the Company so that the Company may take any actions it deems necessary to protect its interests. My agreement to protect the Company's Confidential Information applies both while I am employed by the Company and after my employment with the Company ends, regardless of the reason it ends.

1.3 I understand it is the Company's policy not to improperly obtain or use confidential, proprietary or trade secret information that belongs to third parties, including others who have employed or engaged me or who have entrusted confidential information to me. I will not use for the Company's benefit or disclose to the Company confidential, proprietary or trade secret information that belongs to others, unless I advise the Company that the information belongs to a third party and both the Company and the owners of the information consent to the disclosure and use.

2. Inventions, Copyrights and Patents. The Company shall own and I hereby assign all "Inventions" and copyrightable "Work Product" I make, conceive, develop, discover, reduce to practice or fix in a tangible medium of expression, alone or with others, either: (a) during my employment by the Company irrespective of whether or not such Invention was made using the Company's time or facilities; or (b) within one (1) year after my employment ends if the Invention or Work Product results from any work, idea or conception (either partial or completed) I performed for the Company or involves the use or

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assistance of the Company's facilities, materials, personnel or Confidential Information. The Company shall own and I hereby assign all Inventions that I conceived solely or jointly or helped to reduce to practice while employed by the Company, and copyrightable Work Product authored by me that I bring or have brought to the Company and that is used in the course of the Company's business or that is incorporated into any Work Product that belongs to the Company.

2.1 Definition of "Inventions." "Inventions" includes, but is not limited to, discoveries, developments, concepts, ideas, improvements to existing technology, processes, procedures, machines, products, compositions of matter, formulas, algorithms, computer programs and techniques (including functional specifications, source code and object code), and all other matters ordinarily intended by the word "invention," whether patentable or not or otherwise legally protectable. "Inventions" also includes all records showing any part of a conception or a reduction to practice relating to an Invention.

2.2 Definition of "Work Product." "Work Product" includes, but is not limited to, original works of authorship, including interim work product, modifications and derivative works, and all similar matters, whether or not copyrightable.

2.3 Definition of "Works Made For Hire." All Work Product I produce within the scope of my employment or using the Company facilities (which shall include all Work Product I produce related to the Company's business, whether or not done during regular working hours) shall be considered "Works Made For Hire" so that the Company will be considered the author of the Work Product under the federal copyright laws.

2.4 Assignment of Rights. I will promptly disclose to the Company, and will assign all right, title and interest to the Company, all Inventions and copyrightable Work Product described in paragraphs 2.1 and 2.2, including assignment of all copyrights (including renewal rights), patent rights and trade secret rights. I waive any rights I have or may have in the Inventions and copyrightable Work Product described in the prior paragraphs. At the Company's direction and expense, I will execute all documents and take all actions necessary or convenient for the Company to document, obtain, maintain or assign its rights to the Inventions or Work Product. The Company shall have full direction and control of all patent applications of these Inventions.

2.5 Excluded Inventions Pursuant to RCW 49.44.140. This Agreement does not apply to any Invention which I developed entirely on my own time without using the Company's equipment, supplies, facilities or trade secret information unless: (a) the Invention relates at the time of conception or reduction to practice of the Invention directly to the Company's business, or actual or demonstrably anticipated research and development; or (b) the Invention results from any work I performed for the Company.

3. Noncompetition. I acknowledge that the Company has a genuine interest in, and considers valuable, its Confidential Information, customer relationships and business strategies. In order to protect the Company's legitimate interest in its Confidential Information, I agree that during the term of my engagement and for a period of one (1) year from the date of termination of my engagement for any reason, I will not directly or indirectly be employed by or connected with, own, manage, operate, join, or benefit in any way from any entity that competes with the Company's actual or demonstrably planned businesses at the time of my termination. Presently, businesses that compete with the Company include (i) any entity that offers or is preparing to offer Internet of Things (IoT) platforms, middleware products, cloud and big data applications related to IoT, devices, SaaS and application integration with features and capabilities similar or capable of being a substitute to Company's actual or planned products and platforms at the time of my termination and/or (ii) any entity that designs, develops, manufactures, produces, offers for sale or sells products or services that can be used as a substitute for, performs substantially the same function as, is a practical alternative for, or is generally intended to satisfy customer or client needs for any product or service designed, developed manufactured, produced, offered for sale or sold by the Company.

Prop. Notary and Consul

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For purposes of the foregoing, Employee will be deemed to be connected with such business if the business is carried on by: (a) a partnership in which I am a general or limited partner (other than a partner owning less than 5% of the total outstanding partnership interests); (b) a corporation of which I am a shareholder (other than a shareholder owning less than 5% of the total outstanding shares of the corporation), officer or director; or as an employee, consultant, agent, member or other representative. Any business opportunities related to the Company's business that I learn of or obtain while employed by the Company (whether or not during working hours) belong to the Company, and I will pursue them only for the Company's benefit. This Section will not apply to any employee for the time period such employee is assigned to a State of California location.

4. **Non-solicitation.** During the course of my employment and for a period of one (1) year from the date of termination of my employment hereunder for any reason, I shall not directly or indirectly solicit, recruit or entice any of the following to cease, terminate or reduce any relationship with the Company or to divert any business from the Company: (a) any person who was an employee of the Company during the one-year period immediately preceding the termination of my employment; (b) any contractor or supplier of the Company; (c) any customer or client of the Company; or (d) any prospective customer or client of the Company from whom I actively solicited business within the last one (1) year of my employment. Subsections (c) and (d) in the preceding sentence shall not apply to employee for the time period such employee is assigned to a State of California location. Further, I will not directly or indirectly disclose the names, addresses, telephone numbers, compensation or arrangements between the Company and any person or entity described herein. In addition, during the course of my employment and for a period of one (1) year from the date of termination of my employment for any reason, I shall not directly or indirectly, on behalf of myself or any other entity hire, or contract with any person who was employed by the Company during the one (1) year prior to the termination of my employment.

5. **Company Materials.** I will safeguard and return to the Company when my employment ends, or sooner if the Company requests, all information, documents, electronic media and other property in my care, custody or control relating to my employment or the Company's business, including, without limitation, any documents or electronic media that contain the Company's Confidential Information

6. **No Disparagement or Interference.** I will not disparage the Company or its business and will not interfere with the Company's relationships with its customers, advertisers, joint venture partners, investors, employees, vendors, bankers or others. This applies both while I am employed by the Company and after my employment by the Company ends, regardless of the reason it ends.

7. **Employee's Warranty.** I represent and warrant that I have disclosed all facts, if any, pertaining to restrictions on my ability to enter into this Agreement. I further represent and warrant that I am not bound by any agreements with third parties that would prevent me from lawfully performing all duties requested of me by the Company. I understand that it is the Company's policy not to improperly obtain or use confidential, proprietary or trade secret information that belongs to third parties, and I agree not to use such third-party confidential, proprietary or trade secret information for the Company's benefit.

8. **Reasonableness of Terms.** I acknowledge that the terms of this Agreement are reasonably necessary to protect the Company's legitimate business interests. I acknowledge that if my employment with the Company ends, my experience and capabilities are such that I can obtain employment that does not violate this Agreement and that an injunction to enforce this Agreement will not prevent me from earning a reasonable livelihood.

9. **Future Consulting or Employment for the Company.** If my employment relationship with the Company ends but the Company employs me again or engages me as a consultant, then this Agreement shall apply to my later employment(s) or engagement(s) unless they follow a period of one (1) year or more during which I was neither employed nor engaged by the Company. If this Agreement becomes applicable to a consulting relationship, the references in this Agreement to my employment by the Company shall be treated, as appropriate, as referring to my consulting relationship with the Company.

Prop. Notary and Comm. ...
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10. No Guarantee of Employment. I understand this Agreement is not a guarantee of continued employment. My employment is terminable at any time by the Company or me, with or without cause or prior notice, unless otherwise provided in a written employment agreement.

11. Equitable Relief. I acknowledge that the provisions of this Agreement are essential to the Company and that a breach of any provision of this Agreement can create a severe and unfair business disadvantage that cannot be adequately remedied by traditional legal recourse to damages. Therefore, the Company may enforce this Agreement directly in any court having appropriate jurisdiction and, in addition to any other remedy it may have at law, shall be entitled to injunctive or other equitable relief to prevent or curtail any breach of this Agreement.

12. Controlling Law. This Agreement shall in all respects, including all matters of construction, validity and performance, be governed by and construed and enforced in accordance with the laws of the State of Virginia. Any legal proceeding in connection herewith shall be brought in Virginia. The federal or state courts with jurisdiction over Fairfax County, Virginia, shall have exclusive jurisdiction over any dispute relating in any way to this Agreement. I consent and agree to such personal jurisdiction and venue, and agree to comply with any orders or judgments issued by Virginia courts. I further agree not to initiate or assist in any proceedings contrary to the choice-of-law, exclusive venue, and personal jurisdiction provisions in this paragraph.

13. Assignment to Successor Company. In the event that the ownership or corporate form of the Company changes whether by acquisition of stock or assets and regardless of any change in the form or name of the employing entity, this Agreement shall be assignable by the Company to the entity that succeeds it without further notice to me.

14. Severability. If any portion of this Agreement is held to be invalid or unenforceable for any reason, the remaining covenants shall remain in full force and effect to the maximum extent permitted by law. The Agreement shall not be construed against the Company by reason of the drafting or preparation hereof.

15. Entire Agreement. This Agreement constitutes the entire agreement between the parties with respect to the subject matter covered herein. All prior understandings and agreements between the parties with respect to such subject matter, whether oral or written, are hereby superseded and nullified. This Agreement may only be amended in writing, specifically identifying this Agreement and the provision(s) to be amended.

16. Non-waiver. The failure of either party to insist upon or enforce strict performance by the other of any provision of this Agreement or to exercise any right, remedy or provision of this Agreement will not be interpreted or construed as a waiver or relinquishment to any extent of such party's right to consent or rely upon the same in that or any other instance; rather, the same will be and remain in full force and effect.

17. Indemnity; Prevailing Party Attorneys' Fees. I agree to indemnify the Company and hold the Company harmless for any breach of this Agreement by me. I agree that the prevailing party in any dispute over this Agreement shall be awarded its reasonable costs and attorneys' fees.

18. Voluntary Agreement. I acknowledge that I have carefully read this Agreement, that I understand its terms, that all understandings between the Company and me relating to the subjects covered in the Agreement are contained in it, and that I have entered into the Agreement voluntarily and not in reliance on any promises or representations by the Company other than those contained in this Agreement. I further acknowledge that I have been given the opportunity to discuss this Agreement with legal counsel and have taken advantage of that opportunity to the extent I wish to do so.

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SRB Technologies, Inc. DBA RoboMQ:
Signature of Authorized Company Representative

By:

Name: Bramh Gupta

Title: Chief Executive Officer

Date: 9/29/2023

EMPLOYEE:

Signature of Employee Representative

By: DocuSigned by:
63C2FAA4F87C4E5...

Print Name: Shitanshu Goyal

Date: 9/29/2023

Prop
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DATANSH
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contact@datansh.com
+91 79763 67679

K-7, Tonk Road,
Income Tax
Colony,Durgapura,
Jaipur 302018

Offer Letter

To: Shashank Singh
Sub: Offer Letter
Offer Date: 05 September 2023
Joining Date: 03 October 2023
Reference: DATANSH/DS-JPR-00032

This is with reference to your interview, we are pleased to confirm an employment offer for the post of **Software Engineer Trainee** with Datansh Solutions Private Limited, at Jaipur, under the following terms and conditions.

Terms and Conditions:

1. Your yearly compensation will be **Rs. 4,00,000** after successful completion of training period. The training period will be of six months, where in the first three months of period, your compensation will be Rs. 15,000 and Rs. 18,000 for the remaining three months of training period.
2. You will not take up any other appointment or assignment during your tenure with us and will maintain strict confidentiality of all the employment and employer's information.
3. You will be entitled to all-inclusive **Eighteen (18) days** of **paid leave** per year as mentioned in the staff policy manual after the completion of the training period.
4. This appointment is also contingent upon your adherence to the Company's policies and procedures applicable to all employees generally, and/or applicable to your position or function within the Company.
5. You agree that unless specifically stated in writing and signed by both you and an authorized officer of the Company, subject to controlling law, any employment granted to me is at will and for an indefinite term and that such employment may be terminated after the completion of two years from the date of employment at any time by giving a 90 days' notice either by you.
6. The employment service agreement will be for two years starting from the day of the employment.
7. Company has the right to terminate your contract at any moment for any disciplinary action or on account of poor performance.
8. You agree that the Company may on its own or through an external agency perform a background check on you and you have no objection to the same. The background check may involve obtaining feedback from the References provided by you.
9. You agree that, at the time you leave the employ of Company, you will deliver to Company (and will not keep in possession, recreate or deliver to anyone else) all source code, object code, hardware devices, equipment, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, books, and any other documents or property, or reproductions of any aforementioned items developed by you pursuant to employment with Company or otherwise belonging to Company, its successors or assigns.

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contact@datansh.com
+91 79763 67679

K-7, Tonk Road,
Income Tax
Colony,Durgapura,
Jaipur 302018

9. General Provisions:

a. Entire Agreement: The Employment Contract consists of the documents listed below and the terms included therein:

- Offer of Employment.
- Term of Employment.
- Employee Confidentiality, Invention Assignment, and Non-Compete Agreement. The Employment Contract sets forth the entire agreement and understanding between the Company and me relating to the subject matter herein and merges all prior discussions between us. No modification of or amendment to the Employment Contract, nor any waiver of any rights, will be effective unless in writing signed by the party to be charged. Any subsequent change or changes in my duties, salary or compensation will not affect the validity or scope of the Employment Contract. b) Governing Law; Consent to Personal Jurisdiction: The laws of the State of Rajasthan will govern the Employment Contract, and I hereby expressly consent to the personal jurisdiction of the High Court located therein for any lawsuit arising from or relating to my employment. c) Severability: If one or more of the clauses in this Terms of Employment are deemed unenforceable, then the remaining clauses will continue in full force and effect. d) Successors and Assigns: This Employment Contract will be binding upon my heirs, executors, administrators, and other legal representatives and will be for the benefit of the Company, its successors, and its assigns.

b. Representative Warranties:

- By signing this letter, you are representing to the Company that your acceptance of this offer and agreeing to employment with the Company under these terms will not conflict with, violate or constitute a breach of any employment or other agreement to which you are a party and that you are not required to obtain the consent of any person, firm, corporation or other equity in order to accept this offer of employment.
- You are required to engage yourself exclusively in the work assigned by Datansh Solutions Private Limited and shall not take up any independent or individual assignment (whether the same is part-time or full-time, in an advisory capacity or otherwise) directly or indirectly.
- You represent that you have provided the Company with full and accurate documentation of your last drawn compensation.
- To the fullest extent permitted by law, you agree to keep the terms of this letter confidential and agree not to share them with anyone; if done so, it is at your own risk.

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Further, the Company is fully authorized to take appropriate action in event of your indulging in:

- An act of fraud or dishonesty in the course of your employment with the Company
- Conviction of (or plea of no contest with respect to) a crime constituting a felony
- An act or an omission that causes you or the Company to be in violation of Central or State securities laws, rules, or regulations, and/or the rules of any exchange or association of which the Company is a member, including statutory disqualifications.
- Your material breach of any written policy applicable to your employment with the Company
- Your material violation of the Company's written Confidential Agreement, a copy of which is being provided with this letter. Any intentional violation of these or any other Company procedures can result in disciplinary action being taken against you, which may result in termination of your employment with or without notice or compensation.

Datansh Solutions Private Limited:

Sunil Kumar
Co-Founder

Employee (You):

S. Singh 06/05/23

Shashank Singh

Dr. Mahesh Bundele
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Director
Poornima College of Engineering
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MAERSK

Dear Sejal Jain, **Date: 14 June 2023**

We are pleased to confirm your Internship with Maersk Global Service Centers (India) Pvt. Limited (hereinafter referred as "Company") on the following terms and conditions with effect from **03 July 2023** for a period of 12 months. Accordingly, your internship will come to an end on **28 June 2024**.

1. **Scope**: You will perform internship in **Technology Tech Support Team** on **Working on identifying optimization opportunities, attend process improvement discussions & automation development activities,** and such other scope of work as intimated by the Company from time to time.

2. **Location:** Your location for Internship with the Company will be **Pune**.

3. **Intern Mentor:** An employee from **Ravish Virulkar's** team will act as your 'Mentor' during the tenure of your internship with the Company and will supervise all aspects of your internship. If for any reason, the assigned Mentor is unable to continue to serve as your Mentor, the Company shall appoint another person as the Mentor under whose aegis you shall continue your internship. Your assignment and schedule would be as per the discussions with your Mentor.

4. **Business hours:** Unless otherwise agreed upon, the working hours during your internship would be from 9:30 a.m. to 6:30 p.m. from Monday to Friday.

5. **Review meetings**: The Intern Mentor along with such other individuals as deemed appropriate by the Company may conduct periodic review meetings (as needed) with you to discuss on progress of various parameters agreed upon, assessment of milestones as well as any issues arising from your internship.

6. On completion of your internship, you will be required to submit the project report (if applicable) to your Mentor and the HR team, basis which the Company will issue the internship completion certificate.

7. You will perform your assignments in an independent capacity, and nothing in this offer/ Agreement shall be construed to give you the power or authority to act for, bind, or commit on behalf of the Company in any way. Nothing herein shall be construed to create the relationship of partners, employer and employee, or principal and agent.

8. **Stipend**: In consideration of your performance during the internship, the Company agrees to pay a fixed sum of **INR 50,000** per month as Stipend with effect from the Effective Date, subject to deduction of applicable taxes. The above sum represents the entire compensation for your internship with the Company for the tenure agreed upon.

Classification: Confidential

Dr. Mahesh Bundele
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MAERSK

9. By virtue of your internship with the Company, you shall not be entitled for default extension of your internship for any further period, or for any permanent employment with the Company. You shall not be entitled for or participate in Company's benefit plans, schemes, or programs.

10. **Confidentiality:** Close cooperation between you and the Company may require disclosure of certain confidential information by the Company to you. You shall not under any circumstances, unless authorized in writing by the Company, (i) make or attempt to make any copy of the Confidential Information provided to you for any purpose other than for inclusion in the scope defined for your internship, (ii) transfer any copy to a person, company, or agency outside of the Company, or (iii) retain any such copy beyond the term of your internship or use the same for your benefit.

11. **Intellectual Property Ownership**: The Company shall remain for all purposes hereunder the sole and exclusive owner of all right, title, and interest in and to its intellectual property. The Intern acknowledges that it acquires no rights under this internship on the Company's intellectual property. The Intern hereby assigns to the Company, without additional compensation, all of such technology/ material and associated Intellectual Property Rights to the research and any work generated hereunder whether jointly with the Company or otherwise. All such inventions and discoveries, whether patentable or otherwise protectable, that have been requested, accepted, created for, or paid for by the Company shall, subject to any third-party materials contained therein, be considered the sole property of the Company. The Intern shall execute all documents and perform all acts deemed necessary by the Company to assign to the Company, title in the work. To the fullest extent permitted by applicable law, all such materials/ Research that are subject to copyright protection shall be deemed works made for hire. To the extent that title to any materials/ Research may not, by operation of law, vest with the Company or to the extent that such materials/ Research may not be considered works made for hire, the Intern hereby irrevocably assigns to the Company all right, title, and interest in and to any materials/ Research.

12. All information/material or other Company assets, which you have access to during the tenure of your internship, is the sole property of the Company. On completion of your internship, you will return documents, IT assets, equipment, and all other property in your possession with the Company.

13. **Termination**: a) Basis your performance evaluation in the review meetings (Article 5 above) or for any breach of terms hereunder, the Company reserves the right to terminate your internship with immediate effect.; b) Either the Company or You may terminate the internship by giving the other party 15 days' prior notice.

14. You must strictly abide by the 'IT security policy, Email and Internet policy', 'Data Privacy Policy', 'Code of conduct', 'Commit rules' and other applicable policy issued by the Company.

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MAERSK

You are kindly requested to confirm your agreement to the above terms and conditions, by signing and returning the duplicate of this Letter.

We welcome you to our organization and trust that your association with us will be a happy and mutually rewarding one!

Yours faithfully,
For MAERSK GLOBAL SERVICE CENTRES (INDIA) PVT LTD



Gautam Shetty
India Hiring Lead

Agree _____ Date _____

Sejal Jain

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THOUGHTSWIN SYSTEMS

Empower Your Data to Decision Journey

Sep 30, 2023

Saumya Gupta

Dear Saumya,

We are pleased to extend an offer you a position at ThoughtsWin System Private Limited as an intern. We were impressed with your qualifications and believe that your skills will be an excellent match for our needs.

Position: Intern
Duration: Until Graduation
Manager: Vinay Sinwar
Location: Jaipur
Hours: 9 Hours

Compensation and Benefits:

During your internship, the Stipend will be of 15,000/- per month post which will be revised to Rs. 550,000/- per annum

Terms and Conditions:

In the event of a probation period, the employer will count the first six month or until graduation as a training phase. The Trainee (Intern) must complete that phase. When the intern decides to depart before the training phase is over, they are responsible for paying the entire stipend as compensation for the training expenses.

Kind regards

Vinay Sinwar,Hiring Manager

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THOUGHTSWIN SYSTEMS

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Annexure- A

Doc ID	Documents to be provided
1	Copy of passing certificate or equivalent of Graduation exam and/or post- graduation exam, if applicable.
2	Copy of certificate/diploma of any additional professional qualifications acquired
3	Copy of Passport for proof of permanent address, identity and age. If no passport, then copy of Electricity bill and Ration Card/Driving License needs to be given.
4	Recent Passport size photographs (2 nos.)
5	Copy of PAN Card (Both the sides). In absence of PAN card, copy of application for PAN card must be given to the organization within one month from joining
6	Copy of Aadhar Card (Both the sides). In absence of Aadhar card, copy of application for Aadhar card must be given to the organization within one month from joining
7	NOC from your college, where in you are allowed to work with us a Full-Time employee and will take leave only during the examination. You will not be allowed to sit for other campus recruitment once you accept our offer.

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Sep 30, 2023

Saumya Gupta

Dear Saumya,

We are pleased to extend an offer you a position at ThoughtsWin System Private Limited as an intern. We were impressed with your qualifications and believe that your skills will be an excellent match for our needs.

Position: Intern
Duration: Until Graduation
Manager: Vinay Sinwar
Location: Jaipur
Hours: 9 Hours

Compensation and Benefits:

During your internship, the Stipend will be of 15,000/- per month post which will be revised to Rs. 550,000/- per annum

Terms and Conditions:

In the event of a probation period, the employer will count the first six month or until graduation as a training phase. The Trainee (Intern) must complete that phase. When the intern decides to depart before the training phase is over, they are responsible for paying the entire stipend as compensation for the training expenses.

Kind regards

Vinay Sinwar, Hiring Manager

Dr. Mahesh Bundele
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IntelliPaat
Software Solutions Pvt. Ltd.

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Arekere Gate Junction,
Bannerghatta Main Road,
Bangalore -560076
(M):+917022374614.
www.intellipaat.com

To **Date: 22nd March, 2024**

Satyam Shandilya
Subject: Internship Offer Letter

Dear **Satyam Shandilya**

In reference to your application, we would like to congratulate you on being selected for an internship with the Intellipaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **8th April, 2024** for a period of **6** months. During this period, you will get paid **Rs. 22,000**/month (Rupees Twenty-Two Thousand Only) and you will be working as a **'Business Development Trainee'**. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is **6** days a week.
- Your First month stipend(30days)will be on hold and it will be released along with your fourth month stipend.
- As per your KPI, you will be expected to have a minimum of 3 hours of call time. Failing to meet your KPI, will automatically fall into absenteeism
- During this Internship, you are eligible to get up to Rs **200,000**/- as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at Intellipaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve **30** days of notice period without fail, or else the management of Intellipaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be Rs **7,25,000** INR.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.
- No leaves would be allowed during 1st month of your employment (allowed only if it is genuine). If you are takingleaves we would be requiring supporting and admissible documents for the same
- Failing to do the same organization can be liable to take action against your employment

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

Yours truly,
For Intellipaat Software Solutions Private Limited

Intellipaat Software Solutions Pvt. Ltd. Bangalore

Bhargavi Narayan A S
Associate Vice President– Human Resources

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Offer: Computer Consultancy
Ref: TCSL/DT20245371951/Ahmedabad
Date: 15/07/2024

Mr. Sarthak Bhardwaj
66,Gangotri NagarTriveni,
Gopalpura Bypass,
Jaipur-302018,
Rajasthan.
Tel# 91-7014401491

Dear Sarthak Bhardwaj,

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** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 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/ TCS Initial Learning Program (ILP); detailed under Terms & 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.

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COMPENSATION AND BENEFITS

BASIC SALARY
You will be eligible for a basic salary of ₹**14,784/-** 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 ₹**5,914/-** 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. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹**500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. **Communication Allowance**
   You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of ₹**1,700/-**. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus
Your Performance Bonus will be ₹**600/-** per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

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

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.

OTHER BENEFITS

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

HIS offers the following benefits:

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.

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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 towards Provident Fund as per the provisions of the said Act.

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (From 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity
You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

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

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sessions & proctored assessments. Further to accepting this Offer letter, you are recommended 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.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS ILP Program 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 program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS ILP trainees without any further intimation/separate communication to you.

4. Working Hours

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

5. Mobility

TCSL reserves the right to transfer / utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

6. Compensation Structure / Salary components

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

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7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

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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 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

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

15. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

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18. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in https://nextstep.tcs.com Your background check initiation is complete only when you initiate your BGC online at https://nextstep.tcs.com and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number **19**. Submission of documents.

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

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- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,
  address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 *There is no criminal offence registered/pending against you
 *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

20. TCS ILP Program

On joining TCSL, you will be given the benefit of formal training (TCS ILP 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.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.

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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.

24. Data Privacy Clause:

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

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

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

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

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

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

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface

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

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B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

GROSS SALARY SHEET **Annexure 1**

Name	**Sarthak Bhardwaj**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Poornima College Of Engineering, Jaipur**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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.

*** For HIS - Note that Rs.7,900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	0	0
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

AHMEDABAD TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat. India	**BHUBANESWAR** TCS XP HR Lead Tata Consultancy Services, Kalinga Park | Talent Development Block | Barabati Building. IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.
BANGALORE TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066	**CHENNAI** XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India
DELHI XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303.India	**HYDERABAD** XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India
INDORE TCS XP HR Lead Tata Consultancy Services IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore -452018, Madhya Pradesh.	**KOLKATA** TCS XP HR Lead Tata Consultancy Services, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP & GP, Kolkata, West Bengal 700091.
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India
MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.	**NAGPUR** TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India
PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune -411057, Maharashtra	**TRIVANDRUM** TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark campus, Kariyavottam P.O. Trivandrum-695581, India

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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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

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Sitapura, JAIPUR

2. Associate's Obligations

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

3. Intellectual Property Rights

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

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Dr. Mahesh Bundele
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Director
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ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

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

8. No License

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

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9. Equitable Rights

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

10. General

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

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

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

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

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

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

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0141-4700659
India: A-2 7th floor, UDB Corporate Tower,
J.L.N. Marg, Jaipur

STRICTLY CONFIDENTIAL

Date: 12-August-2023
Name: Sanya Gupta
Location: Jaipur, Rajasthan
Country: India
Joining Code: CH24/SA/PCEJ/0823/132
PPO Code: CH24/SA/PCEJ/0824/132

Subject: Offer Letter ("PPO")

Dear Sanya,

By way of this LOI Celebal Technologies Private Limited ("Company") is pleased to share with you the proposed offer terms.

Proposed Confirmation Date as FTE:	1st August, 2024
Designation:	Associate
Place of Posting:	Jaipur, Rajasthan
Total Compensation:	INR 6,50,000/- (Rupees Six Lakh Fifty Thousand Only/-)

Please refer "Annexure A" for details of the remuneration and other allowances.
The formal employment letter will be issued on the Date of Joining as per Company's standard process.
The Date of Joining and Training Date may vary as per the Date of Exams.
Your appointment to employment will be based on your performance during the internship and training period, *inter alia*.

The following are the key indicators to measure the performance:

- Attendance
- Behavior
- Attitude
- Job Knowledge
- Active Contributor in the Project
- Work Performance
- Learning and development
- Communication
- POC and R&D
- Certifications
- Team work

We look forward to have you as a part of Celebal Tech family.

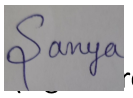
Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
181-B, RIICO Institutional Area
Sitapura, JAIPUR

Best Regards,



Sharthak Acharjee
Sr. Manager
Human Resources

Acceptance:
The above terms and conditions have been read and understood and the same are hereby accepted as the terms of my employment in the company. I understand that my employment is contingent upon my performance and completion of my graduation and subsequent communication of the same to the Company.



re)
Name: Sanya Gupta

Date: Aug 14 2023 16:42 IST

Annexure A

Date of Offer: 1st August 2024

Term Sheet:

Set forth below is the outline of the management compensation, terms and conditions by which the undersigned agree to abide.

The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed in any manner or form, directly or indirectly inside or outside the company without the company's consent.

Date: 12-August-2023
Name: Sanya Gupta
Company: Celebal Technologies Private Limited
Position: Associate

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Salary Structure:

	Particulars	Annual CTC	Monthly CTC
A	**CASH COMPONENTS**		
	Basic + DA	**2,73,804**	**22,817**
	HRA	**1,09,524**	**9,127**
	Fixed/Total Allowances	**87,924**	**7,327**
	Bonus	**54,756**	**4,563**
	Total Cash Components	**5,26,008**	**43,834**
	Less: Deductions		
	Employee's Contribution to EPF Fund	**21,600**	**1,800**
	Total Deductions	**21,600**	**1,800**
	Net Pay	**5,04,408**	**42,034**
B	**NON-CASH COMPONENTS**		
	Company's contribution to EPF Fund	**21,600**	**1,800**
	Health & Accidental Benefit	**2,392**	**199**
	Performance Bonus (Variable, based on target achievement, to be paid Quarterly)	**50,000**	**4,167**
	Total Non-Cash Components	**73,992**	**6,166**
	Cost to Company	**6,00,000**	**50,000**

***Performance Bonus will be shared based on the individual, team and organizational performance, subject to the sole discretion of management of the Company.**

***You're eligible for one-time retention bonus of Rs.50,000 in addition to the Total CTC, post completion of 12 months as a Full-time Employee, subject to the terms and conditions including but not limited to your performance, feedback, code of conduct, attendance and parameters as per Company Policy.**

***The retention bonus must be returned to the company along with the service agreement breaching amount if you leave within 6 months of the transaction.**

Notes:

Basic	Paid on Monthly basis and is subject to tax, as per applicable law.
HRA	Provided to meet the cost of accommodation and is calculated at 40% of basic. It is paid on monthly basis and is subject to tax.
Other & Fixed Allowance	It is paid on monthly basis. This element has no linkage to any component of compensation and is subject to tax.
Medical	It is a benefit provided by the company. The coverage includes health and accidental insurance. The coverage for accidental insurance is 10L and for health insurance is 4L.
PF	As per the employee P.F. Act 1952, an employer is required to contribute minimum 12% of basic salary to EPF and the equal amount will be deducted as employee contribution from employee's monthly payroll.
Performance Bonus	The objective of bonus is to incentivize employees to achieve specific pre-determined goals. The performance evaluation will be done on quarterly basis. The first quarter bonus will be pro-rated basis from Date of Joining. This is subject to management discretion and can be revised from time to time. Payout of bonus is completely subjected to tax.
Retention Bonus	Retention Bonus is not considered part of CTC at the time of appraisal.

Sincerely,
For Celebal Technologies:

Sharthak Acharjee
Sr. Manager
Human Resources

Sanya

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
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Sitapura, JAIPUR

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Headquarters
Northern Virginia,8605,
Westwood Center Dr, Suite
301, Vienna, VA, 22182 USA

India Development Center
Jangid Complex, 48, 49, I Block
Kirti Sagar, Mangyavas, 302020,
Jaipur, Rajasthan, IND

Attn: Sanjivani Sharma
sanjivanisharma01@gmail.com

Re: Internship Offer Letter

On behalf of RoboMQ Pvt. Ltd. (the "Company"), I am pleased to extend to you this offer of internship as **"Associate, Software Engineer"**.

You are required to report on or before 9th October 2023 failing which the offer will stand withdrawn unless any written communication on the extension of date is approved by the undersigned or designated management representative. Your work location will be Jangid Complex, 48-49, I Block, Kirti Sagar, Mangyavas, Jaipur, Rajasthan - 302020. Your primary responsibilities will be software development, design, testing, working with the US based team of RoboMQ, pre-sales activities and other tasks and responsibilities as assigned from time to time.

You will be on an internship for six months from the start date of your internship. After your internship, you may be offered to continue as a full-time employee subject to your performance. During the internship, you will be paid stipend as per the attached internship policy. You are expected to complete full 6 months of internship to be eligible to receive internship completion certificate.

Upon transition to full-time employment, you will be paid an annual CTC (Cost to Company) INR 7,00,000 .0 LPA (Indian National Rupee Seven Lakhs Per Annum Only) less applicable taxes and withholdings, payable monthly. The CTC also includes an annual bonus of INR 60,000 (Sixty Thousand Only) which will be payable after completion of 12 months from your Full-Time Employment Date. Once you become a Full-Time Employee, you will have 15 days of personal time off (PTO) per year in addition to holidays, as per the current company policy along with a five-day working model. A separate employment letter would be issued upon conversion to full time employment.

During your internship, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of internship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your internship, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. All trade secrets, mechanisms, patents, copyrights, sales contacts that you are involved in are to be treated with confidence and it remains intellectual property of the company.

We are offering you this internship on the assumption that the particulars provided are correct, and you have not concealed or withheld any relevant facts. If it is found to be the contrary, your offer with the company shall stand terminated and cancelled with or without notice.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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On your first day at work or the joining date, you are required to carry the original along with a copy of each of the below mentioned documents, in the absence of which your on-boarding may be withheld.

1. RoboMQ Internship Offer Letter acceptance copy (Self-attested)
2. Copy of Resume (Self- attested)
3. Educational Marksheets (Secondary, Senior Secondary, Graduation and P.G certificates if any) (Self- attested)
4. 2 Passport Size photograph
5. PAN Card
6. Address and ID Proof (Aadhar Card)
7. Cancelled Cheque

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to us within three (3) business days.

Very truly yours,

DocuSigned by:
Mohanlal Goel
EF00D47B7C8247B...

Name: Mohan Lal Goel MD, RoboMQ Date: 9/29/2023

I accept the internship with the Company on the terms and conditions set out in this letter.

Name: Sanjivani Sharma Signatures: DocuSigned by: Sanjivani Sharma D77C97CA6B7E419... Date: 9/29/2023

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
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Westwood Center Dr, Suite
301, Vienna, VA, 22182 USA

India Development Center
Jangid Complex, 48, 49, I Block
Kirti Sagar, Mangyavas, 302020,
Jaipur, Rajasthan, IND

RoboMQ Internship Policy

RoboMQ hires interns every year under its "Intern to Hire" program which is intended to offer an opportunity to learn, grow, and convert to Full Time Employment after completion of the internship. Following are the salient elements of internship policy at RoboMQ:

1. Subject to performance evaluation during the internship and the management decision, the Interns will be offered an opportunity to join RoboMQ as Full Time Employee (FTE).
2. Interns are expected to complete 6 months of the internship program from their internship start date.
3. Interns will only be eligible to receive an internship certificate upon completion of the internship program and not fulfilling the above condition will make an intern ineligible to receive a certificate of internship completion. Upon completion of the internship program, interns will be offered a full-time job with RoboMQ subject to satisfactory performance and the cultural fit to the company.
4. Once an intern is converted into FTE, she or he will be required to submit proof of completion of degree within 6 months of the FTE conversion date. The failure to do so will lead to termination of employment with RoboMQ.
5. Interns are not entitled to any paid leave or Personal Time Off (PTO) or any other perks.
6. The number of leaves availed during the entire period of the internship will be considered at the evaluation to offer the FTE position as one of the dimensions of the selection process. However, interns can avail leaves for their final exams on prior approval by the Management.
7. During the internship, interns will earn a monthly stipend of Rs. 11,088/- per month. (Statutory Deductions Rs 1762, In Hand Salary- Rs 9,326/-).
8. The company reserves the right, in its sole discretion, to change, revise, or edit the policy at any time.

I accept the internship Policy with the Company on the terms and conditions set out in this letter.

Name: Sanjivani Sharma

Signatures: DocuSigned by: Sanjivani Sharma D77C97CA6B7E419...

Date: 9/29/2023

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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RoboMQ EMPLOYEE CONFIDENTIALITY AND INTELLECTUAL PROPERTY AGREEMENT (Including Invention Assignment, Non-solicitation and Noncompetition)

I, Sanjivani Sharma ("Employee"), recognize and acknowledge that my position with **SRB Technologies, Inc. DBA RoboMQ**, a Virginia corporation (together with any of its related or affiliated entities, the ("Company") will be one of trust and confidence.
I understand and acknowledge that the Company has a legitimate interest in preventing the dissemination or misuse of Confidential Information, including trade secrets belonging to the Company, and therefore agree to sign this Employee Confidentiality and Intellectual Property Agreement ("Agreement").

THEREFORE, as a condition of employment with the Company and in consideration of employment, compensation, training and other good and valuable consideration, the sufficiency of which is hereby acknowledged, I agree as follows:

1. Non-Disclosure of Confidential Information. I recognize and acknowledge that during my employment with the Company, I will have access to certain information not generally known to the public, relating to the Company's business. I agree that this information is "Confidential Information" that belongs to the Company.

1.1 "Confidential Information" includes, without limitation, any information, in any form, that the Company identifies as or considers to be confidential or proprietary, and that is not publicly or generally available relating to the Company's trade secrets (as defined by the Uniform Trade Secrets Act); know-how; concepts; methods; research and development; products, technology development plans; marketing plans or strategies, databases; inventions; research data and mechanisms; software (including functional specifications, source code and object code); procedures; engineering; marketing strategies; sales; customers and customer contacts and needs; personnel and compensation information; joint venture partners; suppliers; financial status and strategies; contracts or investors. Confidential Information includes information developed by me, alone or with others, or entrusted to me by the Company or by its customers or others.

1.2 During the term of my employment and thereafter, I agree to hold the Company's Confidential Information in strict confidence, and not disclose or use it at any time except as authorized by the Company and for the Company's benefit. If anyone tries to compel me to disclose any of the Company's Confidential Information, by subpoena or otherwise, I will immediately notify the Company so that the Company may take any actions it deems necessary to protect its interests. My agreement to protect the Company's Confidential Information applies both while I am employed by the Company and after my employment with the Company ends, regardless of the reason it ends.

1.3 I understand it is the Company's policy not to improperly obtain or use confidential, proprietary or trade secret information that belongs to third parties, including others who have employed or engaged me or who have entrusted confidential information to me. I will not use for the Company's benefit or disclose to the Company confidential, proprietary or trade secret information that belongs to others, unless I advise the Company that the information belongs to a third party and both the Company and the owners of the information consent to the disclosure and use.

2. Inventions, Copyrights and Patents. The Company shall own and I hereby assign all "Inventions" and copyrightable "Work Product" I make, conceive, develop, discover, reduce to practice or fix in a tangible medium of expression, alone or with others, either: (a) during my employment by the Company irrespective of whether or not such Invention was made using the Company's time or facilities; or (b) within one (1) year after my employment ends if the Invention or Work Product results from any work, idea or conception (either partial or completed) I performed for the Company or involves the use or

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Sitapura, JAIPUR

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assistance of the Company's facilities, materials, personnel or Confidential Information. The Company shall own and I hereby assign all Inventions that I conceived solely or jointly or helped to reduce to practice while employed by the Company, and copyrightable Work Product authored by me that I bring or have brought to the Company and that is used in the course of the Company's business or that is incorporated into any Work Product that belongs to the Company.

2.1 Definition of "Inventions." "Inventions" includes, but is not limited to, discoveries, developments, concepts, ideas, improvements to existing technology, processes, procedures, machines, products, compositions of matter, formulas, algorithms, computer programs and techniques (including functional specifications, source code and object code), and all other matters ordinarily intended by the word "invention," whether patentable or not or otherwise legally protectable. "Inventions" also includes all records showing any part of a conception or a reduction to practice relating to an Invention.

2.2 Definition of "Work Product." "Work Product" includes, but is not limited to, original works of authorship, including interim work product, modifications and derivative works, and all similar matters, whether or not copyrightable.

2.3 Definition of "Works Made For Hire." All Work Product I produce within the scope of my employment or using the Company facilities (which shall include all Work Product I produce related to the Company's business, whether or not done during regular working hours) shall be considered "Works Made For Hire" so that the Company will be considered the author of the Work Product under the federal copyright laws.

2.4 Assignment of Rights. I will promptly disclose to the Company, and will assign all right, title and interest to the Company, all Inventions and copyrightable Work Product described in paragraphs 2.1 and 2.2, including assignment of all copyrights (including renewal rights), patent rights and trade secret rights. I waive any rights I have or may have in the Inventions and copyrightable Work Product described in the prior paragraphs. At the Company's direction and expense, I will execute all documents and take all actions necessary or convenient for the Company to document, obtain, maintain or assign its rights to the Inventions or Work Product. The Company shall have full direction and control of all patent applications of these Inventions.

2.5 Excluded Inventions Pursuant to RCW 49.44.140. This Agreement does not apply to any Invention which I developed entirely on my own time without using the Company's equipment, supplies, facilities or trade secret information unless: (a) the Invention relates at the time of conception or reduction to practice of the Invention directly to the Company's business, or actual or demonstrably anticipated research and development; or (b) the Invention results from any work I performed for the Company.

3. Noncompetition. I acknowledge that the Company has a genuine interest in, and considers valuable, its Confidential Information, customer relationships and business strategies. In order to protect the Company's legitimate interest in its Confidential Information, I agree that during the term of my engagement and for a period of one (1) year from the date of termination of my engagement for any reason, I will not directly or indirectly be employed by or connected with, own, manage, operate, join, or benefit in any way from any entity that competes with the Company's actual or demonstrably planned businesses at the time of my termination. Presently, businesses that compete with the Company include (i) any entity that offers or is preparing to offer Internet of Things (IoT) platforms, middleware products, cloud and big data applications related to IoT, devices, SaaS and application integration with features and capabilities similar or capable of being a substitute to Company's actual or planned products and platforms at the time of my termination and/or (ii) any entity that designs, develops, manufactures, produces, offers for sale or sells products or services that can be used as a substitute for, performs substantially the same function as, is a practical alternative for, or is generally intended to satisfy customer or client needs for any product or service designed, developed manufactured, produced, offered for sale or sold by the Company.

Prop. Notary and Consulate
Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
181-B, RIICO Institutional Area
Sitapura, JAIPUR

For purposes of the foregoing, Employee will be deemed to be connected with such business if the business is carried on by: (a) a partnership in which I am a general or limited partner (other than a partner owning less than 5% of the total outstanding partnership interests); (b) a corporation of which I am a shareholder (other than a shareholder owning less than 5% of the total outstanding shares of the corporation), officer or director; or as an employee, consultant, agent, member or other representative. Any business opportunities related to the Company's business that I learn of or obtain while employed by the Company (whether or not during working hours) belong to the Company, and I will pursue them only for the Company's benefit. This Section will not apply to any employee for the time period such employee is assigned to a State of California location.

4. **Non-solicitation.** During the course of my employment and for a period of one (1) year from the date of termination of my employment hereunder for any reason, I shall not directly or indirectly solicit, recruit or entice any of the following to cease, terminate or reduce any relationship with the Company or to divert any business from the Company: (a) any person who was an employee of the Company during the one-year period immediately preceding the termination of my employment; (b) any contractor or supplier of the Company; (c) any customer or client of the Company; or (d) any prospective customer or client of the Company from whom I actively solicited business within the last one (1) year of my employment. Subsections (c) and (d) in the preceding sentence shall not apply to employee for the time period such employee is assigned to a State of California location. Further, I will not directly or indirectly disclose the names, addresses, telephone numbers, compensation or arrangements between the Company and any person or entity described herein. In addition, during the course of my employment and for a period of one (1) year from the date of termination of my employment for any reason, I shall not directly or indirectly, on behalf of myself or any other entity hire, or contract with any person who was employed by the Company during the one (1) year prior to the termination of my employment.

5. **Company Materials.** I will safeguard and return to the Company when my employment ends, or sooner if the Company requests, all information, documents, electronic media and other property in my care, custody or control relating to my employment or the Company's business, including, without limitation, any documents or electronic media that contain the Company's Confidential Information

6. **No Disparagement or Interference.** I will not disparage the Company or its business and will not interfere with the Company's relationships with its customers, advertisers, joint venture partners, investors, employees, vendors, bankers or others. This applies both while I am employed by the Company and after my employment by the Company ends, regardless of the reason it ends.

7. **Employee's Warranty.** I represent and warrant that I have disclosed all facts, if any, pertaining to restrictions on my ability to enter into this Agreement. I further represent and warrant that I am not bound by any agreements with third parties that would prevent me from lawfully performing all duties requested of me by the Company. I understand that it is the Company's policy not to improperly obtain or use confidential, proprietary or trade secret information that belongs to third parties, and I agree not to use such third-party confidential, proprietary or trade secret information for the Company's benefit.

8. **Reasonableness of Terms.** I acknowledge that the terms of this Agreement are reasonably necessary to protect the Company's legitimate business interests. I acknowledge that if my employment with the Company ends, my experience and capabilities are such that I can obtain employment that does not violate this Agreement and that an injunction to enforce this Agreement will not prevent me from earning a reasonable livelihood.

9. **Future Consulting or Employment for the Company.** If my employment relationship with the Company ends but the Company employs me again or engages me as a consultant, then this Agreement shall apply to my later employment(s) or engagement(s) unless they follow a period of one (1) year or more during which I was neither employed nor engaged by the Company. If this Agreement becomes applicable to a consulting relationship, the references in this Agreement to my employment by the Company shall be treated, as appropriate, as referring to my consulting relationship with the Company.

Prop. Notary and Comm. ...
Dr. Mahesh Bundele
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Director
Poornima College of Engineering
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10. No Guarantee of Employment. I understand this Agreement is not a guarantee of continued employment. My employment is terminable at any time by the Company or me, with or without cause or prior notice, unless otherwise provided in a written employment agreement.

11. Equitable Relief. I acknowledge that the provisions of this Agreement are essential to the Company and that a breach of any provision of this Agreement can create a severe and unfair business disadvantage that cannot be adequately remedied by traditional legal recourse to damages. Therefore, the Company may enforce this Agreement directly in any court having appropriate jurisdiction and, in addition to any other remedy it may have at law, shall be entitled to injunctive or other equitable relief to prevent or curtail any breach of this Agreement.

12. Controlling Law. This Agreement shall in all respects, including all matters of construction, validity and performance, be governed by and construed and enforced in accordance with the laws of the State of Virginia. Any legal proceeding in connection herewith shall be brought in Virginia. The federal or state courts with jurisdiction over Fairfax County, Virginia, shall have exclusive jurisdiction over any dispute relating in any way to this Agreement. I consent and agree to such personal jurisdiction and venue, and agree to comply with any orders or judgments issued by Virginia courts. I further agree not to initiate or assist in any proceedings contrary to the choice-of-law, exclusive venue, and personal jurisdiction provisions in this paragraph.

13. Assignment to Successor Company. In the event that the ownership or corporate form of the Company changes whether by acquisition of stock or assets and regardless of any change in the form or name of the employing entity, this Agreement shall be assignable by the Company to the entity that succeeds it without further notice to me.

14. Severability. If any portion of this Agreement is held to be invalid or unenforceable for any reason, the remaining covenants shall remain in full force and effect to the maximum extent permitted by law. The Agreement shall not be construed against the Company by reason of the drafting or preparation hereof.

15. Entire Agreement. This Agreement constitutes the entire agreement between the parties with respect to the subject matter covered herein. All prior understandings and agreements between the parties with respect to such subject matter, whether oral or written, are hereby superseded and nullified. This Agreement may only be amended in writing, specifically identifying this Agreement and the provision(s) to be amended.

16. Non-waiver. The failure of either party to insist upon or enforce strict performance by the other of any provision of this Agreement or to exercise any right, remedy or provision of this Agreement will not be interpreted or construed as a waiver or relinquishment to any extent of such party's right to consent or rely upon the same in that or any other instance; rather, the same will be and remain in full force and effect.

17. Indemnity; Prevailing Party Attorneys' Fees. I agree to indemnify the Company and hold the Company harmless for any breach of this Agreement by me. I agree that the prevailing party in any dispute over this Agreement shall be awarded its reasonable costs and attorneys' fees.

18. Voluntary Agreement. I acknowledge that I have carefully read this Agreement, that I understand its terms, that all understandings between the Company and me relating to the subjects covered in the Agreement are contained in it, and that I have entered into the Agreement voluntarily and not in reliance on any promises or representations by the Company other than those contained in this Agreement. I further acknowledge that I have been given the opportunity to discuss this Agreement with legal counsel and have taken advantage of that opportunity to the extent I wish to do so.

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RoboMQ

SRB Technologies, Inc. DBA RoboMQ:
Signature of Authorized Company Representative

By:

Name: Bramh Gupta

Title: Chief Executive Officer

Date: 9/29/2023

EMPLOYEE:

Signature of Employee Representative

By: DocuSigned by: Sanjivani Sharma D77C97CA6B7E419...

Print Name: Sanjivani

Date: 9/29/2023

Prof. Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
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Sitapura, JAIPUR

OFFER LETTER

LiftU

April 11,2024

Re: Offer Letter

Dear Sajal,

On behalf of Liftu.tech, I am pleased to offer you employment with Liftu.tech in the position of Trainee, starting on April 15,2024. In that position, you will report to Co-founders, Varun aggarwal and Sourabh Lodha.

During your Trainee Period, you will be provided zero cost training for 3 months. Post successful completion of training, you will be extended an offer to join liftu.tech at 4 LPA.This position is a part-time position where you will spend time in learning the key concepts, assignment completions and work with your trainer to become a working professional.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Additional Terms and Conditions of Offer:

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

This offer is for your eligibility for 3 months training provided by liftu.tech. Eligibility criteria solely decided by the company is "at will,". Employees are expected to have 100% attendance during the period and comply with all the training methodology of the company.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire on April 14,2024 at 5:00 pm.

Sajal, we are excited by the prospect of you joining the Company.

Sincerely,

Sourabh Lodha
Cofounder
Liftu.tech

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

CUB
Trust and Excellence
SINCE 1904

CITY UNION BANK
ADMINISTRATIVE OFFICE - 'NARAYANA'
24-B, GANDHI NAGAR, KUMBAKONAM – 612 001.

Ph: 0435-2402322 | **E-mail:** transfer.hrmd@cityunionbank.in | **Fax:** 2431746

A.O/HRMD/123243505/2024-25 **20.09.2024**

Shri. Sachin Yadav,
Dhani Kajiyala,
Sihore,
Jhunjhunu-333036.
Mobile: 8890119410

Dear candidate,

Please find enclosed,

1. Appointment order and
2. Details about submission of medical fitness certificate as per Annexure A.

Deputy General Manager
HRMD

Encl:a.a

CITY UNION BANK LTD. HRMD Central Office

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

CITY UNION BANK
ADMINISTRATIVE OFFICE
"NARAYANA"
24-B, Gandhi Nagar, Kumbakonam – 612 001.

Phone: 0435-2402322 | **Email ID:** transfer.hrmd@cityunionbank.in | **Fax:** 2431746

A.O/HRMD/123243505/2024-25 **Date: 20.09.2024**

Shri. Sachin Yadav,
Dhani Kajiyala,
Sihore,
Jhunjhunu-333036.

APPOINTMENT ORDER

We are glad to inform that you have been appointed as **Probationary Relationship Manager I (Sales and Operations)** in our Bank and you have been posted to **Nagaur Branch.**

You shall be required to report duty at our **Nagaur Branch** on or before **30.09.2024.**

You should show this Appointment Letter and copy of Selection cum offer letter to the Branch / Department Head at the time of joining duty. Also, you should hand over to the Branch Head a proper Relieving Order obtained from the previous Employer; if not employed previously, a declaration to that effect should be submitted.

You should submit a satisfactory report following a routine medical examination by a Registered Medical Practitioner as mentioned in the annexure. Please return the duplicate copy of this letter duly signed by you as a token of having accepted the offer.

Please note that your selection for the said post will be automatically stand cancelled and withdrawn, **if you don't report for duty, on or before the said date.**

All other terms and conditions mentioned in the Selection cum offer letter remain unchanged. In addition to the terms and conditions, you are bound by the service conditions as applicable to the said cadre of the Bank. Please find herewith a service agreement, which may be duly filled in and submitted at the time of joining duty.

CITY UNION BANK LTD. HRMD Central Office

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

We welcome you to CUB family,

Deputy General Manager
HRMD

Copy to:-

1. The DGM/AGM/Chief Manager/Senior Branch Head/Branch Head, **Nagaur Branch**, Ward No.14, Gandhi Chowk, Nagaur, Pin Code-341001
   Phone : 9150063117.

Kindly collect proper relieving order from the previous employer if any, medical fitness certificate, service agreement and (acceptance of this appointment order/Selection cum offer letter if not given earlier) along with the joining report from the candidate and report compliance.

2. Personal File.

Acceptance:

I hereby confirm, having read and understood the terms and conditions as specified in the letter and convey my acceptance to the same.

Signature: Date:

CITY UNION BANK LTD. HRMD Central Office

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
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ANNEXURE A

It is mentioned in your appointment order that you have to submit a medical fitness certificate at the time of joining the Bank. In this connection, you are advised to undergo the following tests from any registered/recognized medical lab/reputed hospitals near your area of residence.

1. Complete Haemogram (Blood Test)
2. Ophthalmology consultation and Eye Certificate
3. E.N.T. Consultation and his Report
4. General Consultation

Proper medical fitness certificate on the above tests should be obtained from a registered medical practitioner.

The medical fitness certificate along with details of medical test reports should be submitted at the time of joining the Bank without fail.

CITY UNION BANK LTD. HRMD Central Office

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
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Sitapura, JAIPUR

Offer Letter

Dear Ritu Sharma,
Congratulations! We are glad to inform you that you have been selected for Aaklan IT Solutions Pvt. Ltd. We are delighted to make you the following job offer:

JOB TITLE: Coding/ Robotics Instructor
Reporting Location: Jhunjhunu, Rajasthan
Reporting Date: 21 March 2024
Reporting Time: 11 A.M- 2 P.M.

ROLE AND RESPONSIBILITIES

1. Looking for Instructors, who can be a part of our talented team that aims at educating and teaching coding to kids, (1st-9th).
2. You will be taking school sessions as per the timetable shared by the school.
3. Create or update the coding curriculum.
4. Create videos as per requirement.
5. Good understanding and knowledge of coding.
6. Contribute to student learning, growth, and advancement.
7. Good communication skills.
8. Accountable for learner outcomes and advocate for students.
9. Facilitate problem-solving and critical thinking skills, showing a high degree of creative application in the implementation of the curriculum.

Salary: 12000-15000+ HRA

Job Location: Sikar , Jhunjhunu

Technical Training will be provided by the company

AAKLAN-KIDS CODING LAB JAIPUR

RISHIKA TIBREWAL
HR EXECUTIVE
AAKLAN
hr@aaklan.com
82336 37790

Dr. Mahesh Bundele
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Chegg

Payment Slip

Name: RISHAV VERMA
Email: 2020pcecsrishav156@poornima.org
IFSC: *******7213

PAN: ******434Q
Bank Account: *******4253

Q&A

Month	Year	Subject	No. of Solutions Submitted	Avg. QC Score	Authoring Price Multiplier	Rate per Solution	Pay%	Gross Earning Pre-bonus	Gross Bonus	Gross Earnings	TDS Deduction	Net earnings
April	2024	Computer Science	18	3.78	1.00	189.00	100.00%	3402.00	0.00	3402.00	340.00	3062.00

NOTE:-

- Pay% - The eligible compensation per Q&A Solution on the Q&A Board will depend on your subject and your performance on the Assignment as evaluated by the Company
- From time to time, your performance will be reviewed and your eligible payment rate per Q&A Solution may be adjusted accordingly
- Gross Amount Pre Bonus = No. of Solutions Submitted* Rate per Solution * Pay%

Dr. Mahesh Bundele
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Payment Slip

Name: RISHAV VERMA
Email: 2020pcecsrishav156@poornima.org
IFSC: *******7213
PAN: ******434Q
Bank Account: *******4253

Practice Q&A

Month	Year	Subject	No. of Solutions Submitted	Rate per Solution	Gross Earning Pre-bonus	Gross Bonus	Gross Earnings	TDS Deduction	Net earnings
April	2024	Computer Science	3	189.00	567.00	0.00	567.00	57.00	510.00

NOTE:-

- You will be paid for all the valid solutions submitted in the passed attempt on the Practice Q&A
- No payment will be made for the invalid solution i.e. solutions with a red badge in the passed attempt.

Dr. Mahesh Bundele
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CELEBAL TECHNOLOGIES
Celebal Technologies Private Limited

CIN : U72900RJ2016PTC056190
+91-8905993615
enterprisesales@celebaltech.com
www.celebaltech.com

PRE-PLACEMENT OFFER LETTER ("PPO")

Date: 11th September 2024

Dear **Raj,**

We, at Celebal Technologies Pvt Ltd, are delighted to formally appoint you to the position of an **Intern** in the **Power BI** domain. Your skills and expertise align seamlessly with our organizational needs, and we are confident that your contributions will make you a valuable asset to our team.

Name: **Raj Naruka**
Department: **Business Intelligence**
Location: Jhalana, Jaipur, Rajasthan
Country: India

Joining Code:CH'24/RA/PCEJ/0924/129
PPO Code:CH'24/RA/PCEJ/0525/129

We would like to have your response by **13th Sep 2024,** EOD**.** In the interim, should you have any questions or concerns, please do not hesitate to reach out to the undersigned. Upon your acceptance, we will provide guidance on the necessary joining formalities. Your seamless onboarding is our priority, and we are here to assist you throughout the process.

In the event of no response by **13th Sep 2024,** EOD, this offer of employment will automatically be deemed null and void.

Please refer to the specific terms and conditions of your employment in "Appendix A." We encourage you to thoroughly review these documents to ensure a comprehensive understanding of your remuneration package and the terms governing your employment.

Disclaimer: This offer of employment is private and confidential, intended solely for the addressee. Any unauthorized dissemination, distribution, or copying of this communication is strictly prohibited

We look forward to having an enriching association with you.

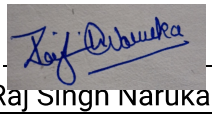
For and on behalf of Celebal Technologies Pvt Ltd

Sharthak Acharjee
Senior Manager | Celebal Technologies

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Acceptance:

I HEREBY ACKNOWLEDGE THAT I HAVE THOROUGHLY READ THE ENTIRE AGREEMENT. I UNDERSTAND AND AGREE TO ABIDE BY THE TERMS AND CONDITIONS OUTLINED IN THE AGREEMENT THROUGHOUT MY TENURE WITH THE COMPANY. I WILLINGLY CONSENT TO COMPLY WITH THESE TERMS AND UNDERTAKE TO FULFILL MY OBLIGATIONS WITH UTMOST SINCERITY.

Signature: 

Name: Raj Singh Naruka

Date: Sep 13 2024 12:49 IST

Appendix A

INTERNSHIP DETAILS:

Internship Commencement Date	17th Sep 2024,
Internship Stipend	Rs. 10,000/- per month
Designation:	Junior Associate
Place of Posting:	Jhalana, Jaipur,Rajasthan

TRANSITION TO FULL TIME EMPLOYEE DETAILS:

Your association with the Company will begin in the role of a Junior Associate starting from the Internship Commencement Date until you transition to a Full-Time Employee (FTE). We anticipate the following timeline to unfold successfully, provided all aspects progress as planned.

Traineeship Commencement Date:	1st Jan 2025
Traineeship Stipend:	Rs. 15,000/- per month
Proposed Confirmation to FTE Commencement Date:	1st May 2025
Cost to the Company (CTC)*:	Rs. 6,50,000 per annum

Please note:

a) The transition from Intern to Trainee and subsequently from Trainee to Full-Time Employee is contingent upon your performance within the organization.
b) This progression is dependent on your accomplishments and contributions during your tenure with us.

Your dedication and contributions will play a pivotal role.

ELEVATE YOUR CAREER: CELEBAL'S EXCEPTIONAL EMPLOYEE BENEFITS

- Exciting Pathways for Long-term Career Growth
- Unlock Global Certification Achievements
- Tailored Tenure Enrichment for Your Personal Growth
- Embark on MS Programs with Our Generous Sponsorship
- Explore a World of Rotational Opportunities
- Fuel Your Success with Dynamic Learning Initiatives
- Earn Incentives for Your Ongoing Dedication
- Prioritize Health & Wellness with Exclusive Benefits

Dr. Mahesh Bundele
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Sitapura, JAIPUR

ANNEXURE A

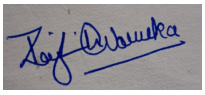
SALARY STRUCTURE

Particulars		Annual Total CTC	Monthly CTC
A	**FIXED MONTHLY COMPONENTS**		
	Basic	273,804	22,817
	HRA	109,522	9,127
	Bonus	54,761	4,563
	Fixed Allowances	87,921	7,327
	Total A	**526,008**	**43,834**
	Less: Employee's contribution		
	Employee's Contribution to EPF Fund	21,600	1,800
	Total B	**21,600**	**1,800**
	NET PAY	**504,408**	**42,034**
B	**RETIRALS, HEALTH & WELLNESS BENEFITS**		
	Company's contribution to EPF Fund	21,600	1,800
	Health & Accidental Benefit	2,392	199
	Total C	**23,992**	**1,999**
	FIXED CTC	**550,000**	**45,833**
C	**VARIABLE COMPONENT**		
	PLI (KRA based Incentive awards) (Half yearly Payment)	**50,000**	**4,167**
D	**CONVENIENCE & BENEFITS (Annual Payment)**		
	Retention Bonus	**50,000**	**-**
	TOTAL COST TO THE COMPANY	**650,000**	**54,167**

*You are requested to make a note of the following points:

a) Performance Bonuses(PLI): Celebal's performance bonuses are based on individual, team, and organizational accomplishments, granted at the discretion of management.

b) Retention Bonus: After completion of your first 12 months as a Full-time Employee, you qualify for a one-time retention bonus of Rs. 50,000/-. This bonus, in addition to your Total CTC, is subject to various factors, including but not limited to your performance, adherence to Company's Code of Conduct, Attendance, and other parameters in alignment with the Company Policy. This is Company's heartfelt gesture to acknowledge and appreciate your unwavering dedication.



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ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

FOR YOUR REFERENCE, KINDLY NOTE:

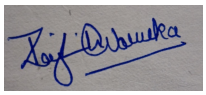
Basic	The basic salary is paid on a monthly basis and is subject to taxation in accordance with the applicable laws.
HRA	The accommodation allowance, which covers accommodation expenses, is calculated at 40% of the basic salary. It is disbursed on a monthly basis and is subject to taxation.
Other & Fixed Allowance:	This allowance is paid on a monthly basis. It is an independent component of compensation and is subject to taxation.
Medical:	This is a company-provided benefit that includes both health and accidental insurance coverage. The accidental insurance coverage is up to 10 lakhs, while the health insurance coverage extends to 4 lakhs.
PF:	As per the Employee Provident Fund (EPF) Act of 1952, the employer is mandated to contribute a minimum of 12% of the employee's basic salary to the EPF fund. Simultaneously, an equal amount is deducted as an employee contribution from the monthly payroll.
Performance Bonus(PLI):	The objective of the bonus program is to incentivize employees to attain specific pre-determined goals. Performance evaluations will be conducted quarterly, and the bonus for the first quarter will be pro-rated based on the date of joining. Please note that bonus terms are subject to management's discretion and may be revised periodically. Additionally, it's important to be aware that bonus payouts are subject to taxation.
Retention Bonus:	The retention bonus is not factored into the calculation of the Cost to Company (CTC) during the appraisal process.

We are delighted about the prospect of welcoming you to Celebal and have full confidence that you will make a meaningful contribution to our team. Please accept our warm congratulations on this offer letter.

We kindly request your signed acceptance of this offer by **13th Sep 2024**, and we eagerly anticipate your arrival on **17th Sep 2024**.

For and on behalf of **Celebal Technologies Private Limited**

Sharthak Acharjee
Senior Manager | Celebal Technologies



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Sitapura, JAIPUR

LH/CIO/673
May 14, 2024

Rahul Arora
C/O Jitendra Arora, 5/243, Sector 5, Malviya Nagar, Jaipur, Rajasthan - 302017.

Dear Rahul,
On behalf of Concretio Holistic Software Services Pvt. Ltd. (the "Company"), We are pleased to appoint you as a **Trainee Consultant** based in **Jaipur**. We extend this offer and the opportunity it represents, with great confidence in your abilities. Your joining date is **May 02, 2024**.

You will be getting the annual remuneration of **INR 3,30,000/- (INR Three Lakhs Thirty Thousands Only)** and will be subject to statutory and other deductions as per Company policies and practices. You may also receive additional benefits as are generally accorded to the employees of the Company, subject to the applicable policies and practices of the Company. Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification.

Your probation period will be for three months starting from the date of your joining. However, this period can be extended based on your performance and at the discretion of the management. Unless confirmed in writing, you will be deemed as probationer after the expiry of the initial or extended period of probation.

Your employment with us will be governed by the Terms and Conditions as detailed in the Employment Agreement and Service Agreement, as well as any and all rules, regulations, guidelines, policies, procedures and practices of the Company, which may be amended from time to time.

This letter, together with the Annexures described herein, supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Company or its affiliates.

You are required to perform your duties and undertake responsibilities within the mandate of the workplace and policies of the company, as modified from time to time, at the discretion of the company, and will use your sincere and dedicated efforts to effectively carry out all duties and responsibilities assigned to you by the manager/supervisor and others authorized by the company.

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This offer of employment is subject to the satisfactory reference checks and verification of documents. During the reference check, if any information provided by you in Application Form/Interview is found to be incorrect/false, the Company reserves the right to end this employment without further notice and can recover the payment made to you towards your remuneration during employment.

As a token of your acceptance of the offer and the terms of employment described herein, please sign in the space provided below.

Congratulations & Warm Regards,

For Concretio Holistic Software Services Pvt. Ltd.

_____
HR Department
Date: May 14, 2024

Acceptance:

I, Rahul Arora**,** have read and understood the terms and conditions of the employment offer, and do hereby agree and accept the same.

_____
Please sign your acceptance

Dr. Mahesh Bundele
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Director
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Compensation Breakup

Name	**Rahul Arora**	
Job Title	**Trainee Consultant**	
Location	**Jaipur**	
Components	**Monthly**	**Annual**
Basic Salary	₹9,123.00	₹1,09,474.00
Special Allowance	₹13,684.00	₹1,64,210.00
Sub Total	**₹22,807.00**	**₹2,73,684.00**
Employer PF contribution	₹1,800.00	₹21,600.00
Medical Insurance	₹393.00	₹4,716.00
Cost to Company (CTC)	**₹25,000.00**	**₹3,00,000.00**
KRA Bonus*	-	₹30,000.00
Total Cost to Company (TCTC)	-	**₹3,30,000.00**

**Subject to deductions for Professional Tax and other statutory deductions and that may be applicable.*
**KRA Bonus will only be paid after completion of a year w.e.f. Joining Date and after completion of all the assigned KRAs. For more details, kindly refer to the KRA Reference Guide in Zoho.*
**Any other relevant compensation & benefit related matters shall be governed by the service rules and policies in force and applicable from time to time.*
**As per the IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deductee) to furnish his/her PAN details to the deductor (Company), failing which the deductor (Company), wef April2012, will deduct Tax at source at rates higher than normal as per norms.*

Acceptance:
I, Rahul Arora**,** have read and understood the terms and conditions, and do hereby agree and accept the same.

_____
Please sign your acceptance

Dr. Mahesh Bundele
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EMPLOYMENT AGREEMENT

BETWEEN

CONCRETIO HOLISTIC SOFTWARE SERVICES PRIVATE LIMITED

AND

RAHUL ARORA



Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

READY-REFERENCE FOR YOU

The main terms of your employment with Concretio Holistic Software Services Private Limited ("Company") are embodied in your Employment Agreement ("Agreement"). This summary is a guide to help you better understand some of the provisions of the Agreement. The Agreement is a comprehensive document and includes provisions that are not mentioned in this document. In case of any conflict, the Agreement shall prevail.

Designation (Clause 2): TRAINEE CONSULTANT

Place of Work (Clause 3):

- ✔ JAIPUR or any other place as is deemed necessary by the Company.
- ✔ You may be transferred to another location and may be required to travel for work.

Duties and Obligations (Clause 4):

- ✔ Perform work assigned to you diligently and to the best of your ability.
- ✔ Maintain discipline and follow the Company policies, rules and regulations.
- ✔ Work exclusively for the Company.

Remuneration and Benefits (Clause 5):

- ✔ Your Remuneration is stated in **Schedule II** (*Remuneration and Benefits*) (maybe subject to withholding and other taxes).
- ✔ You may be eligible for an appraisal after a year of employment.
- ✔ You may be subject to a demotion if you do not meet the performance standards or are guilty of Misconduct.

Intellectual Property (Clause 6) and Confidentiality (Clause 8):

- ✔ All Work Product created by you during the course of your Employment will be owned by the Company or by the customer/third-party, as applicable.
- ✔ You cannot use or disclose the Company's Confidential Information except as necessary for the purpose of performing your duties.

Non- Disparagement, Non-Compete and Non-Solicit (Clause 7): You may not

- ✔ Defame the Company.
- ✔ Engage in any competing business during your employment.
- ✔ Solicit any employee or customer of the Company and approach a customer/third-party service provider for employment during the Term of your employment and 2 (two) years post termination of your employment.

Term and Termination of Employment (Clause 9): Your employment may be terminated on the following grounds:

- ✔ For Cause: You may be terminated with immediate effect on account of misconduct or material breach of this Agreement.
- ✔ By Notice: The Company may terminate your employment by a prior notice of 30 days or you may resign by providing a prior notice of 90 days.

Private and Confidential

Dr. Mahesh Bundele
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Sitapura, JAIPUR

EMPLOYMENT AGREEMENT

This Employment Agreement ("**Agreement**") is entered into on **May 14, 2024** and effective from **May 02, 2024** ("**Effective Date**") by and between:

Concretio Holistic Software Services Private Limited, a company incorporated under the Companies Act, 2013, having its registered office at A 697, Malviya Nagar, Jaipur, Rajasthan - 302017, represented by its authorized signatory Mr. Abhinav Gupta, s/d/o Arun Kumar Gupta, r/o A 697, Devpath, Hari Marg, Malviya Nagar, Jaipur - 302017 (hereinafter referred to as the "Company", which expression shall, unless repugnant to the subject, context or meaning thereof, be deemed to mean and include its successors and permitted assigns); and

Rahul Arora w/s/d/o **Jitendra Arora**, r/o **5/243, Sector 5, Malviya Nagar, Jaipur, Rajasthan - 302017.**

(hereinafter referred to as the "**Employee**", which expression shall, unless repugnant to the subject, context or meaning thereof, be deemed to mean and include their successors and permitted assigns).

Both the Company and the Employee shall hereinafter collectively be called "**Parties**" and individually as a "**Party**".

INTRODUCTION

On the basis of the Employee's representations to the Company, the Company wishes to retain the Employee's services and the Employee wishes to provide such services to the Company.

The Parties intend to record the terms of engagement of the Company and the Employee under this Agreement.

1. DEFINITIONS AND INTERPRETATION

In this Agreement (including the Introduction), except as otherwise provided, capitalised terms shall have the meaning assigned to them as set out in **Schedule I** (*Definitions and Interpretations*).

2. EMPLOYMENT

2.1. *Offer and Acceptance.* The Company agrees to employ the Employee upon the terms and conditions set forth in this Agreement, and the Employee agrees to remain in the employment of the Company on such terms and conditions.

2.2. *Designation.* From and after the Effective Date, the Company shall employ the Employee in the position of **Trainee Consultant** of the Company or in such other position or positions as mutually agreed upon by the Parties in writing.

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Sitapura, JAIPUR

3. PLACE OF WORK

3.1. *Principal Place of Work*. The Employee's principal place of work will be JAIPUR and/or any other place deemed necessary for the Business of the Company.

3.2. *Transfer and Travel*. In the event of a transfer, deputation, secondment or training at a branch location of the Company and/or at a customer or third-party location (either domestic or international) ("**New Assignment**") or in the event of travel to any such locations, the Employee shall in addition to the terms and conditions as stated herein, also be bound to the terms and conditions of service applicable to such New Assignment.

4. DUTIES AND OBLIGATIONS

4.1 The Employee agrees to diligently perform the duties in this **Clause 4** (*Duties and Obligations*) as well as such additional duties which the Parties may mutually agree upon from time to time.

4.2 The Employee shall work exclusively for the Company for the Term of this Agreement and agrees to devote all his/her time, energy and best efforts to provide services and perform such other duties as required by the Company.

4.3 Company's policies pertaining to condition and benefits of employment, applicable to all of the Company's employees, may be stated in the employment handbook and/or any other policy document circulated by the Company amongst its employees ("**Company's Policies**"). Employees can refer to all the policies in Company's designated HR Portal. The Company has the unilateral right to revise, modify, add to, supplement and/or delete the Company Policies. All such changes will be communicated through official notices, and such revised information may supersede, modify, or eliminate existing Company Policies.

4.4 The Employee shall use the assets owned by, leased by or otherwise in possession of the Company, the device/s or other equipment issued by the Company and all other Company resources, for the sole purpose of performance of its duties and obligations for the Company. The Employee shall be responsible for protection of its systems accounts, device/s / equipment issued to it by the Company and use of the internet connection of the Company. The Employee agrees to protect the Company's infrastructure (physical and electronic), maintain the productivity and effectiveness of the Company as a whole, and not use the Company's resources for any unlawful or prohibited purpose as provided under Applicable Laws. In case of any unauthorised / illegal use, either directly or indirectly, employee shall be solely responsible to bear the compensation / monetary loss and legal actions and any consequences.

4.5 The Employee shall use the Company's internet network (including any device connected to it) responsibly, productively and limit the access to the Company's internet connection for the sole purpose of performance of its duties and obligations for the Company only. Personal use shall not be permitted. Unacceptable use of the internet shall include, without limitation, using the internet to perpetrate a crime such as piracy, harassment/cyberbullying, theft, hack, fraud, access of banned websites and use of pirated software. In case of any unauthorised / illegal use, either directly or indirectly,

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employee shall be solely responsible to bear the compensation / monetary loss and legal actions and any consequences.

4.6 The Employee shall not commit any act(s) subversive to the discipline of the Company, or otherwise misbehave in a manner that would be construed as being in violation of the rules of the Company for the time being in force.

4.7 The Employee agrees that the Employee owes a duty of loyalty, fidelity and allegiance to act in the best interests of the Company and shall not do any act that would materially injure the Business, interests or reputation of the Company or its Affiliates.

4.8 The Employee shall make full disclosure to the Company of all business opportunities pertaining to the Company's Business and shall not appropriate for the Employee's own benefit such business opportunities.

4.9 The general office work timings are 9.30 am to 6.30 pm ("**Working Hours**"). The Employee agrees and acknowledges that the Employee's Working Hours may vary based on the requirements of the project assigned to the Employee from time to time or as per the requirements of the customers.

4.10 The Employee shall notify Company of any absences/leaves at least 5 (five) working days in advance, or in case of an emergency, as soon as is possible. The Employee shall not be eligible to take any leaves during either the Probation Period (defined below) or the Notice Period (as is provided in **Clause 9.4** (*Termination by Notice*)). In the event the Employee takes any leaves (except sick and/or casual leaves) during the Notice Period, then the Company may, in its sole discretion, require the Employee's termination date to be extended by such number of days for which the Employee has availed the leaves.

4.11 The Employee shall deal directly and exclusively with Company. Unless specifically authorised by Company in writing, the Employee shall not communicate with any other Employee or customer, supplier or other third-parties on matters relating to rates, payments, issues or disputes with Company.

4.12 The Employee agrees and acknowledges that the Employee will be employed with the Company in an administrative/management capacity and is not a workman under the provisions of the Industrial Disputes Act, 1947. Further, the Employee expressly waives all the rights, remedies and benefits, to the extent permissible under the Applicable Law, that may be available to him/her under any employee/labour related legislation.

5. REMUNERATION AND BENEFITS

5.1. *Remuneration and benefits.* During the Term of this Agreement, the Employee shall be entitled to remuneration and other employee benefits, both statutory as well as non-statutory, in accordance with **Schedule II** (*Remuneration and Benefits*). The remuneration shall be payable to the Employee from the Effective Date and shall be reviewed, revised or maintained on a periodic basis, as the Company may decide.

5.2. *Expenses.* The Company shall reimburse the Employee for all reasonable expenses incurred by the Employee in performing the duties under this Agreement; provided, in each case, that such expenses are incurred and accounted for, in accordance with the policies and procedures established by the Company. No reimbursement of expenses shall be made by the Company until the receipt of supporting documentation reasonably

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satisfactory to the Company.

5.3. *Deductions.* The Company shall deduct from the compensation and benefits payable to the Employee under this Agreement, such withholding and other taxes as are required by the Applicable Law, any debts owed by the Employee to the Company and any deduction from remuneration to which the Employee has previously signified his/her consent in writing.

5.4. *Appraisal.* The Employee may be eligible for a salary appraisal after completion of one (1) year of service from the Effective Date on the basis of a performance assessment conducted by the Company and will be determined in the sole discretion of the Company.

5.5. *Demotion.* In the event the Employee is unable to meet the performance standards as are laid down in **Clause 4** (*Duties and Obligations*) of this Agreement, the Employee may, as may be determined in the sole discretion of the Company, be subject to a demotion.

6. INTELLECTUAL PROPERTY RIGHTS

6.1. The Work Products developed by the Employee in the course of employment and in relation to the Business, whether directly or indirectly, shall be disclosed to the Company. The Work Products shall either be the exclusive property of the Company and all rights, title and interests therein shall vest in the Company, or shall be the sole and exclusive property of the contracting third-party/customer or its successor, assignee or nominee, as determined by the arrangement between the Company and the third-party/customer.

6.2. The Employee shall fully cooperate with the Company to procure, maintain and enforce the intellectual property rights in the Work Products. The Employee shall execute all such documents and do all such acts as reasonably necessary to formalize the assignment of such Work Products and intellectual property rights therein to the Company or third-party/customer, as applicable.

6.3. Upon termination of the Employee's employment by the Company, the Employee shall promptly deliver such Work Products, and all copies thereof, to the Company.

7. NON-DISPARAGEMENT, NON-COMPETE AND NON-SOLICIT

7.1. *Non-disparagement.* During the Term of the Employment Agreement and any time after its termination, the Employee shall refrain from making any comment either publicly or privately, online or otherwise, about the Company, its Affiliates or the Company's directors, officers, employees or agents that: (i) are slanderous, libellous or defamatory; or (ii) disclose Confidential Information of the Company, its Affiliates or their respective directors, officers, employees, investors, shareholders, administrators, divisions or agents.

7.2. *Non-compete.* The Employee expressly agrees that during the Term of this Agreement:

i. the Employee shall refrain from carrying on or engaging in, directly or indirectly, any Competing Business; and

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ii. the Employee shall not, directly or indirectly, own, manage, operate, join or become an employee, partner, agent, owner or shareholder, of (or an independent contractor to), or be involved in any other capacity, with any individual, business, partnership, Company or other entity which engages in Competing Business.

7.3. *Non-solicit.* The Employee covenants and agrees that during the Term of this Agreement and for a period of 2 (two) years following the termination of the Employee's employment with the Company, the Employee shall not, directly or indirectly:

i. engage or employ, or solicit or contact with a view to the engagement or employment of, any person, who is or has been an officer or employee or service provider or customer of the Company or its Affiliates (as applicable); or

ii. canvass, solicit or approach, or cause to be canvassed, solicited or approached from the Company or its Affiliates any Person who is or has been a customer or third-party service provider of the Company or its Affiliates.

In the event any Person, who is or has been a customer or third-party service provider of the Company or its Affiliate, solicits or approaches the Employee for the purposes of engagement or employment, the Employee shall notify the Company promptly, in writing.

7.4 The Employee hereby acknowledges that the restrictions under this **Clause 7** *(Non-disparagement, Non-compete and Non-solicit)* are fair and reasonable as to subject matter, geographical scope and duration, and are reasonably necessary to protect the value of the Company and its Affiliates and the associated goodwill.

7.5 The Employee further acknowledges that: (i) any breach or threatened or attempted breach of any provision of this clause would cause irreparable harm to the Company; (ii) monetary damages would not be sufficient or adequate to protect the Company's interests under this clause; (iii) the Company shall, in addition to all other applicable remedies it is entitled to, shall also be entitled, to prevent a breach of this clause, to injunctive relief and/or specific performance of this **Clause 7** *(Non-disparagement, Non-compete and Non-solicit)* or other equitable remedy without being required to prove damages or furnish any bond or other security.

8. CONFIDENTIALITY

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8.1. *Confidential Information.* "**Confidential Information**" shall mean (a) any information of the Company that the Employee has access to or possesses during the course of employment with the Company, including without limitation, the Company's proprietary information/trade secrets and other confidential information of the Company (whether in human or computer-readable format) and information of its suppliers and customers, such as the Company's business plans and forecasts, technological and strategic initiatives, marketing programs, pricing and credit techniques, information concerning dealings, transactions or affairs of the Company or any of its Affiliates, designs, intellectual property, know-how, research and development activities, private processes, and books and record; and (b) the terms of this Agreement (collectively, "**Confidential Information**").

8.2. *Use of Confidential Information.* The Employee shall:

i. not use or disclose (directly or indirectly) or allow to be used or disclosed, to any third-party, without the express written permission of the Company, any such Confidential Information;

ii. not use any of the Confidential Information except as is necessary to perform its obligations under this Agreement; and

iii. take reasonable measures to maintain the confidentiality of all the Confidential Information in its possession or control.

8.3. *Return of Confidential Information.* In furtherance of **sub-clause 8.2** (*Use of Confidential Information*) above, all Work Products made or compiled by the Employee or made available to the Employee during the course of employment, which contain Confidential Information, if in the possession or under the Employee's control shall be delivered to the Company, or on the Company's instructions destroyed by the Employee, upon termination of employment.

8.4. The Employee agrees that the obligations stated in this **Clause 8** (*Confidentiality*) are in addition to any Non-Disclosure Agreement which may be executed separately by the Parties.

8.5. During the Term of the Employment Agreement and any time after its termination, the Employee shall abide by this **Clause 8** (*Confidentiality*).

9. TERM AND TERMINATION OF EMPLOYMENT

9.1. *Term.* This Agreement shall be valid and binding for as long as the Employee remains in employment of the Company ("**Term**").

9.2. *Probation.*

i. From the Effective Date, the Employee will be under probation for a period of 3 (three) months ("**Probation Period**").

ii. The Company may, at its sole discretion, with written intimation to the Employee, extend the Probation Period for a further 3 (three) months ("**Extended Probation Period**").

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iii. Unless confirmed in writing, the Employee will be deemed as probationer after the expiry of the initial or extended period of probation.

iv. During the Probation Period and Extended Probation Period, the Company shall reserve the right to terminate the services of the Employee in the Company, with immediate effect.

9.3. *Termination of Employment for Cause.*

i. Taking into account the gravity of misconduct on the part of the Employee, the Company may in its sole discretion, demote the Employee from their current designation or terminate their services with immediate effect without paying any compensation, for the following violations ("**Misconduct**"):

a) Wilful in-subordination or disobedience, whether alone or in combination with others, of any lawful and reasonable order of a superior;
b) Wilful damage or loss to the Company's property;
c) Taking or giving a bribe or any illegal gratification;
d) Theft, fraud, embezzlement or dishonesty in connection with the Company's Business or property;
e) Data theft/leak directly/indirectly which includes all the confidential information (**Clause 8)**, Company's internal data/information/policies, other employee details, and any other data;
f) Habitual absence without leave or absence without leave for more than 5 (five) days;
g) Habitual breach of any Applicable Law to the Company;
h) Habitual late attendance;
i) Riotous or disorderly behaviour during working hours at the establishment or any act subversive to discipline;
j) Reporting to work under the influence or alcohol, drugs or other controlled substances (*provided*, however, the Company may consider a statement from the prescribing physician that the performance of the employee will not be impaired);
k) Going on a strike work or inciting others to strike from work;
l) Habitual or gross negligence or neglect to work, in contravention of the provisions of any law or rule having the force of law; or
m) Any allegation of offences under Applicable Law or of moral turpitude, including any allegation of sexual harassment has been made against the Employee.

ii. The services of the Employee may also be terminated with immediate effect for any material breach by the Employee of any of the terms and conditions of this Agreement.

iii. Termination of the Employee with immediate effect for any of the reasons stated in this **sub-clause 9.3** (*Termination for Cause*) shall hereinafter be referred to as termination for "**Cause**".

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9.4. *Termination by Notice.* The Company may terminate the Employee's employment by a prior notice of 30 (thirty) days to the Employee and the Employee may terminate the employment by providing a prior notice of 90 (ninety) days ("**Notice Period**"). The termination shall be effective on the last day of the Notice Period unless otherwise agreed by the Company.

9.5. *Death.* This Agreement shall automatically terminate immediately in the event of the death of the Employee during the term of employment, without further obligations except as set forth in **Clause 10** (*Consequences of Termination*).

10. CONSEQUENCES OF TERMINATION

Upon the termination of the Employee's employment for any reason under this Agreement:

10.1 Company shall pay the Employee (or to the spouse or any such person so nominated by the Employee as a nominee, any payments due to the Employee in case of termination due to the death), at the time of such termination, any amounts which are accrued but unpaid through the date of termination under the terms of this Agreement.

10.2 In the event the employment of the Employee is terminated any time during the initial 12 (twelve) months of the Employee's Term in Company, then the Employee shall be liable to reimburse to the Company all costs incurred by the Company on behalf of the Employee, including without limitation, any joining bonus, relocation bonus, notice period buy-out, training costs, upskilling costs or certification costs.

10.3 In the event the employment of the Employee is terminated at any time of the Employee's Term in the Company:

(a) for any reason as provided in C**lause 9.3** (*Termination for Cause*), then the Employee shall be liable to reimburse all training or certification costs incurred by the Company on behalf of the Employee in the previous 12 (twelve) months; or

(b) for any reason as provided in C**lause 9.4** (*Termination by Notice*), then the Employee shall be liable to reimburse the pro rata costs of all training or certification costs incurred by the Company on behalf of the Employee in the previous 12 (twelve) months.

(c) for any reason, if the Employee terminates the employment without prior notice or without serving complete notice period, the Employee shall be liable for the notice period payback as compensation to the Company, in addition to the other deductions as provided in **Clause 10**.

10.4 The Employee agrees and acknowledges that Company may deduct and withhold such amounts from the compensation payable to the Employee, or any other amounts owed or payable to the Employee by Company.

11. REPRESENTATIONS OF THE EMPLOYEE

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

The Employee represents and warrants to the Company that, as on the Effective Date:

i. the Employee is free to enter into employment with the Company without violation of any third-party rights and that the employment with the Company shall not result in a violation of any agreement or restrictive condition that the Employee may have with any third party including former employers;

ii. the Employee is not a party to any arrangement or agreement which will compromise his/her ability to carry out the duties for the Company;

iii. all information provided by the Employee in this Agreement is truthful and accurate; and

iv. the Employee is competent to enter into this Agreement and capable of performing the obligations hereunder.

12. INDEMNIFICATION

The Employee agrees to defend, indemnify, and hold the Company and its respective directors, officers, agents and other employees, harmless from and against any and all costs, damages, expenses and losses (including legal and attorneys' fees) arising out of or resulting from (a) any breach of any of the terms and/or obligations under this Agreement; (b) violation of the Applicable Law in connection with this Agreement; and/or (c) violation of any third-party rights.

13. REMEDIES

Notwithstanding anything contained herein, the Employee acknowledges that a breach of any of the covenants contained in this Agreement could result in irreparable injury to the Company for which there might be no adequate remedy at law, and that, in the event of such a breach or threat thereof, the Company shall be entitled to obtain remedies available under Applicable Law, including but not limited to, injunctive relief through any court of competent jurisdiction. The injunctive remedies are cumulative and are in addition to any other rights and remedies that the Company may have in law or in equity.

14. NOTICES

Any notices, requests, demands or other communications to be given under this Agreement shall be in writing and shall be deemed to have been duly given if delivered by hand or by courier or registered post to a Party at its address set out hereinbelow, or such other address as either Party may from time to time notify in writing to the other, or by email to the respective Parties hereto at the email addresses set forth as follows:

To the Company:

Name: Concretio Holistic Software Services Private Limited

Address: A 697, Malviya Nagar, Jaipur, Rajasthan - 302017

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Attention: Abhinav Gupta

E-mail: abhinav@concret.io

To the Employee:

Name: **Rahul Arora**

Address: **5/243, Sector 5, Malviya Nagar, Jaipur, Rajasthan - 302017.**

Attention: **Rahul Arora**

E-mail: **rahul.aroaa.2002@gmai.com**

All notices shall be deemed to have been validly given on the business day immediately after the date of transmission if transmitted by facsimile/electronic transmission, or on completion of 5 (five) business days from date of dispatch, if transmitted by courier or registered mail.

15. GOVERNING LAW AND JURISDICTION; DISPUTE RESOLUTION

15.1. This Agreement and any dispute or claim arising out of or in connection with it or its subject matter, interpretation, validity, existence or formation (including non- contractual disputes or claims) ("**Dispute**") shall be governed by and construed in accordance with the laws of the Republic of India. Subject, to the arbitration agreement below, the courts of Jaipur, India shall have exclusive jurisdiction over all matters arising pursuant to this Agreement.

15.2. The aggrieved Party shall notify the other Party about the existence and nature of the Dispute by serving a written notice ("**Dispute Notice**"). Upon receipt of the Dispute Notice, the Parties hereto shall endeavour to settle such Dispute amicably. If the Dispute has not been amicably resolved within fifteen (15) days from receipt of the Dispute Notice, the Dispute shall be referred to and finally resolved by arbitration in accordance with the provisions of the Arbitration and Conciliation Act, 1996 including any amendment or modification thereto. The arbitral tribunal shall consist of one (1) arbitrator appointed by Company. The seat of arbitration shall be Jaipur, India. The award and decision of the arbitrator shall be final and binding on the Parties. The language of the arbitration proceedings shall be English. Each Party shall bear its own expenses and costs in relation to the arbitral proceedings contemplated under this clause.

15.3. The arbitrator shall be entitled to award costs of the arbitration. Subject to the aforesaid, each Party to any arbitration shall bear its own expense in relation thereto, including but not limited to such Party's attorneys' fees and expenses. The expenses and fees of the arbitrator shall be borne by the Party losing the dispute.

15.4. The provisions of this clause shall survive the termination of this Agreement.

16. MISCELLANEOUS

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

16.1. *Severability.* If any one or more of the provisions of this Agreement are held invalid, illegal or unenforceable in any respect, the validity, legality and enforceability of the remaining provisions contained herein shall not in any way be affected or impaired thereby. Any such provision held invalid, illegal or unenforceable shall be substituted by a provision of similar import reflecting the original intent of the Parties, to the extent permissible under law.

16.2. *Amendments.* No amendment, waiver or modification of any terms of this Agreement shall be binding upon a Party unless expressly made in writing through the mutual consent of the Parties.

16.3. *Waiver.* Any waiver of any right under this Agreement is only effective if it is in writing and signed by the waiving or consenting Party and it applies only in the circumstances for which it is given and shall not prevent the Party who has given the waiver from subsequently relying on the provision it has waived. No failure to exercise or delay in exercising any right or remedy provided under this Agreement or by law constitutes a waiver of such right or remedy or shall prevent any future exercise in whole or in part thereof.

16.4. *Entire Agreement.* This Agreement, along with the Schedules, shall constitute the full and complete Agreement between the Parties hereto relating to the subject matter thereof. The Parties state that there are no oral statements, representations, warranties, undertakings or agreements between the Parties except as provided herein. This Agreement supersedes/cancels all prior communications, understandings and agreements whether written or oral or in electronic form, between the Parties hereto.

16.5. *Assignment.* Except as otherwise provided in this Agreement, the Employee shall not assign, sub-contract or deal in any way with any of its rights, obligations or any document referred to in this Agreement. *Provided* however, that the Company may assign, sub-contract or deal in any way with its rights or obligations under this Agreement or any document referred to in it to any of its Affiliates without prior consent of the Recipient.

16.6. *Conflicts.* Except as otherwise provided in this Agreement, if any provision contained in the Company Policies or any other agreement executed between Company and the Employee, is in conflict with, or inconsistent with, any provision in any this Agreement, the provision contained in this Agreement shall govern and control.

16.7. *Counterparts.* This Agreement may be executed in two or more counterparts, each of which is to be deemed to be an original but all of which constitute one and the same agreement. The counterparts may be executed and delivered by one Party to the other Party, either physically or through electronic means.

[Signature page follows]

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

IN WITNESS WHEREOF, the Parties have executed this Agreement on the Effective Date:

Company	**Employee**
For **Concretio Holistic Software Services Private Limited**:	
Authorized Signatory: Anjana Gupta Designation: Head of Operations Date: May 14, 2024	Name**:** **Rahul Arora** Designation: **Trainee Consultant** Date: **May 14, 2024**

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

SCHEDULE I

DEFINITIONS AND INTERPRETATION

A. DEFINITIONS

Unless repugnant to the context, in this Agreement the expressions mentioned below shall have the meaning as follows:

a) **"Affiliate"** shall mean with respect to any Person, any company, corporation, association or other entity, which, directly or indirectly, Controls, is Controlled by or is under common Control with, such Person;

b) **"Applicable Law"** means any statute, law, regulation, ordinance, rule, judgment, notification, order, decree, byelaw, permits, licenses, approvals, consents, authorizations, government approvals, directives, guidelines, requirements or other governmental restrictions, or any similar form of decision of, or determination by, or any interpretation, policy or administration, having the force of law of any of the foregoing, by any authority having jurisdiction over the matter in question, whether in effect as of the Effective Date or thereafter;

c) "**Business**" means the software development business of the Company, including without limitation, computer programming and software engineering, and the consulting services as provided by the Company;

d) **"Competing Business"** means:

i. any Person who is, directly or indirectly, engaged in any commercial activity which is the same as and/or substantially similar to the Business or which competes with the Business **("Competitor")**; and/or

ii. any Person in Control of, Controlled by or under common Control with, the Competitor;

e) **"Control"** as used with respect to any Person means the direct or indirect beneficial ownership of or the right to vote in respect of, directly or indirectly, more than 50% of the voting shares or securities of a Person and/or the power to control the majority of the composition of the Board of a Person and/or the power to create or direct the management or policies of a Person by contract or otherwise or any or all of the above;

f) **"Person"** means any natural person, limited or unlimited liability the Company, corporation, partnership (whether limited or unlimited), proprietorship, Hindu undivided family, trust, union, association, government or any agency or political subdivision thereof or any other entity that may be treated as a person under Applicable Law;

g) **"Territory"** means the region of India; and

h) "**Work Products**" means (a) all information, designs, ideas, concepts, improvements, product developments, discoveries and inventions, whether patentable or not, and (b) all work of authorship created by the Employee, including but not limited to, documents, videos, presentations, brochures, notes, records, software, files, correspondence and

Private and Confidential

Dr. Mahesh Bundele
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Director
Poornima College of Engineering
181-B, RIICO Institutional Area
Sitapura, JAIPUR

electronic mails, and any updates, modifications, enhancements and improvements made thereto; that are conceived, made, developed or acquired by the Employee individually or in conjunction with others during the term of employment, that relate directly or indirectly to the Company's Business or the business of Affiliates**.**

B. INTERPRETATION

Unless the context of this Agreement otherwise requires:

a) the headings and titles herein are used for convenience of reference only and shall not affect the construction of this Agreement;

b) words of any gender are deemed to include those of the other gender;

c) words using the singular or plural number also include the plural or singular number, respectively;

d) the terms "hereof", "herein", "hereby", "hereto" and derivative or similar words refer to this entire Agreement or specified Clauses of this Agreement, as the case may be;

e) reference to any legislation or law or to any provision thereof shall include references to any such law as it may, after the date hereof, from time to time, be amended, supplemented or re-enacted, and any reference to statutory provision shall include any subordinate legislation made from time to time under that provision;

f) reference to the word "include" shall be construed without limitation; and

g) if any provision in **Clause A** (*Definitions*) is a substantive provision conferring rights or imposing obligations on any Party, effect shall be given to it as if it were a substantive provision in the body of this Agreement.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

SCHEDULE II

REMUNERATION AND BENEFITS

Please refer to the Compensation Breakup shared with your Offer Letter or latest Appraisal Letter for Remuneration and Benefits and for all the terms and conditions associated with it.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Concretio Holistic Software Services Pvt. Ltd

A - 697 DEV PATH, HARI MARG, OPP. ENGINEERING COLLEGE, MALVIYA NAGAR JAIPUR
RAJASTHAN 302017

Payslip for the month of September 2024

Name:	Rahul Arora	Employee No:	E216
Joining Date:	02 May 2024	Bank Name:	ICICI
Designation:	Trainee Consultant	Bank Account No:	677501702697
Department:	Engineering	PAN Number:	DXWPA3575E
Location:	Jaipur	PF No:	RJ/RAJ/2635008/000/0010079
Effective Work Days:	30	PF UAN:	102077882647
LOP:	0		

Earnings	Full	Actual	Deductions	Actual
BASIC	9123	9123	PF	1800
SPECIAL ALLOWANCE	13684	13684		
EXPENSE REIMBURSEMENTS	750	750		
Total Earnings:INR.	23557	23557	Total Deductions:INR.	1800

Net Pay for the month (Total Earnings - Total Deductions): **21757**

(Rupees Twenty One Thousand Seven Hundred Fifty Seven Only)

This is a system generated payslip and does not require signature.

Print Date: Oct 14, 2024 8:59 AM

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

STARTBIT IT SOLUTIONS
DESIGNING THE FUTURE

STARTBIT IT SOLUTIONS PRIVATE LIMITED

(Formerly known as Vivacity InfoTech Pvt. Ltd.)
(An ISO 9001 and 27001 Certified Company)

Ref. SBOFRL0124011223

Date: 01-December-2023

Dear **Prashant Thapliyal**,

Congratulations!!

With reference to your application and subsequent interview, we are pleased to offer you the post of **Web Developer (Trainee)** in our organization.

You are requested to report at:

StartBit IT Solutions Pvt. Ltd.

Plot No. 82, Sector 6, 'C' Block

Chitrakoot, Vaishali Nagar, Jaipur.

With the following documents:

1. Recent two Passport size photographs
2. All Original Educational Certificates with their Photostats, since 10th class
3. Photocopy of ID and Address proofs

On **3rd January 2024** at **10:00 AM** for induction, failing which, this offer letter shall stand invalid. Your detailed appointment letter will be issued on the date of joining.

Kindly note this is a tentative offer letter, the offer can be withdrawn if there are any discrepancies in the information provided by you.

If you have any query/question, feel free to contact us at: +91-141-2440803

Designation	:	Web Developer (Trainee)
Training CTC	:	Rs. 10,000 (Rs. Ten thousand only)

STARTBIT IT SOLUTIONS PVT. LTD.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

hr@celebaltech.com
enterprisesales@celebaltech.com
www.celebaltech.com
0141-4700659
India: A-2 7th floor, UDB Corporate Tower,
J.L.N. Marg, Jaipur

STRICTLY CONFIDENTIAL

Date: 12-August-2023
Name: Pranshul Jain
Location: Jaipur, Rajasthan
Country: India
Joining Code: CH24/PR/PCEJ/0823/127
PPO Code: CH24/PR/PCEJ/0824/127

Subject: Offer Letter ("PPO")

Dear Pranshul,

By way of this LOI Celebal Technologies Private Limited ("Company") is pleased to share with you the proposed offer terms.

Proposed Confirmation Date as FTE:	1st August, 2024
Designation:	Associate
Place of Posting:	Jaipur, Rajasthan
Total Compensation:	INR 6,50,000/- (Rupees Six Lakh Fifty Thousand Only/-)

Please refer "Annexure A" for details of the remuneration and other allowances.
The formal employment letter will be issued on the Date of Joining as per Company's standard process.
The Date of Joining and Training Date may vary as per the Date of Exams.
Your appointment to employment will be based on your performance during the internship and training period, *inter alia*.

The following are the key indicators to measure the performance:

- Attendance
- Behavior
- Attitude
- Job Knowledge
- Active Contributor in the Project
- Work Performance
- Learning and development
- Communication
- POC and R&D
- Certifications
- Team work

We look forward to have you as a part of Celebal Tech family.

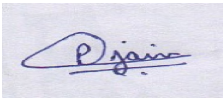
Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Best Regards,



Sharthak Acharjee
Sr. Manager
Human Resources

Acceptance:
The above terms and conditions have been read and understood and the same are hereby accepted as the terms of my employment in the company. I understand that my employment is contingent upon my performance and completion of my graduation and subsequent communication of the same to the Company.



Name: Pranshul Jain

Date: Aug 12 2023 20:49 IST

Annexure A

Date of Offer: 1st August 2024

Term Sheet:

Set forth below is the outline of the management compensation, terms and conditions by which the undersigned agree to abide.

The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed in any manner or form, directly or indirectly inside or outside the company without the company's consent.

Date: 12-August-2023
Name: Pranshul Jain
Company: Celebal Technologies Private Limited
Position: Associate

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Salary Structure:

	Particulars	Annual CTC	Monthly CTC
A	**CASH COMPONENTS**		
	Basic + DA	**2,73,804**	**22,817**
	HRA	**1,09,524**	**9,127**
	Fixed/Total Allowances	**87,924**	**7,327**
	Bonus	**54,756**	**4,563**
	Total Cash Components	**5,26,008**	**43,834**
	Less: Deductions		
	Employee's Contribution to EPF Fund	**21,600**	**1,800**
	Total Deductions	**21,600**	**1,800**
	Net Pay	**5,04,408**	**42,034**
B	**NON-CASH COMPONENTS**		
	Company's contribution to EPF Fund	**21,600**	**1,800**
	Health & Accidental Benefit	**2,392**	**199**
	Performance Bonus (Variable, based on target achievement, to be paid Quarterly)	**50,000**	**4,167**
	Total Non-Cash Components	**73,992**	**6,166**
	Cost to Company	**6,00,000**	**50,000**

***Performance Bonus will be shared based on the individual, team and organizational performance, subject to the sole discretion of management of the Company.**

***You're eligible for one-time retention bonus of Rs.50,000 in addition to the Total CTC, post completion of 12 months as a Full-time Employee, subject to the terms and conditions including but not limited to your performance, feedback, code of conduct, attendance and parameters as per Company Policy.**

***The retention bonus must be returned to the company along with the service agreement breaching amount if you leave within 6 months of the transaction.**

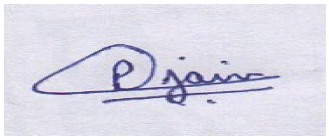
Notes:

Basic	Paid on Monthly basis and is subject to tax, as per applicable law.
HRA	Provided to meet the cost of accommodation and is calculated at 40% of basic. It is paid on monthly basis and is subject to tax.
Other & Fixed Allowance	It is paid on monthly basis. This element has no linkage to any component of compensation and is subject to tax.
Medical	It is a benefit provided by the company. The coverage includes health and accidental insurance. The coverage for accidental insurance is 10L and for health insurance is 4L.
PF	As per the employee P.F. Act 1952, an employer is required to contribute minimum 12% of basic salary to EPF and the equal amount will be deducted as employee contribution from employee's monthly payroll.
Performance Bonus	The objective of bonus is to incentivize employees to achieve specific pre-determined goals. The performance evaluation will be done on quarterly basis. The first quarter bonus will be pro-rated basis from Date of Joining. This is subject to management discretion and can be revised from time to time. Payout of bonus is completely subjected to tax.
Retention Bonus	Retention Bonus is not considered part of CTC at the time of appraisal.

Sincerely,
For Celebal Technologies:



Sharthak Acharjee
Sr. Manager
Human Resources





Offer: Computer Consultancy
Ref: TCSL/CT20234220656/Ahmedabad
Date: 15/07/2024

Mr. Prakshal Rohatgi
Poornima college of Engineering,
Sitapura, Jaipur- 302022,
Rajasthan.
Tel# -

Dear Prakshal Rohatgi,

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** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 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/ TCS Initial Learning Program (ILP); detailed under Terms & 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 38[illegible]
Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 02[illegible]
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

COMPENSATION AND BENEFITS

BASIC SALARY
You will be eligible for a basic salary of **₹14,784/-** 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 **₹5,914/-** 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. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. **Communication Allowance**
   You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 3[illegible]
Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 02[illegible]
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.[illegible]

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of ₹**1,700/-**. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus
Your Performance Bonus will be ₹**600/-** per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

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

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.

OTHER BENEFITS

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

HIS offers the following benefits:

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 38[illegible]
Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 02[illegible]
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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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 towards Provident Fund as per the provisions of the said Act.

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (From 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity
You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

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

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sessions & proctored assessments. Further to accepting this Offer letter, you are recommended 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.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS ILP Program 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 program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS ILP trainees without any further intimation/separate communication to you.

4. Working Hours

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

5. Mobility

TCSL reserves the right to transfer / utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

6. Compensation Structure / Salary components

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

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7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

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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 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

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

15. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

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18. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in https://nextstep.tcs.com Your background check initiation is complete only when you initiate your BGC online at https://nextstep.tcs.com and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number **19**. Submission of documents.

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

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- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,
  address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 *There is no criminal offence registered/pending against you
 *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

20. TCS ILP Program

On joining TCSL, you will be given the benefit of formal training (TCS ILP 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.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.

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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.

24. Data Privacy Clause:

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

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

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

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

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

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

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface

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

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GROSS SALARY SHEET **Annexure 1**

Name	**Prakshal Rohatgi**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Poornima College Of Engineering, Jaipur**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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.

*** For HIS - Note that Rs.7,900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	0	0
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

AHMEDABAD TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat. India	**BHUBANESWAR** TCS XP HR Lead Tata Consultancy Services, Kalinga Park | Talent Development Block | Barabati Building. IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.
BANGALORE TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066	**CHENNAI** XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India
DELHI XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303.India	**HYDERABAD** XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India
INDORE TCS XP HR Lead Tata Consultancy Services IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore -452018, Madhya Pradesh.	**KOLKATA** TCS XP HR Lead Tata Consultancy Services, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP & GP, Kolkata, West Bengal 700091.
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India
MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.	**NAGPUR** TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India
PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune -411057, Maharashtra	**TRIVANDRUM** TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark campus, Kariyavottam P.O. Trivandrum-695581, India

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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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

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2. Associate's Obligations

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

3. Intellectual Property Rights

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 38[illegible]
Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 02[illegible]
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs[illegible]

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

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

8. No License

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

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9. Equitable Rights

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

10. General

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

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

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

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

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Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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

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

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Dr. Mahesh Bundele
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Sitapura, JAIPUR

GSTIN : 08AAJCC5614J1ZI

CRM LANDING
TECHNOLOGY YOU CAN TRUST
Software Consultant

OFFER LETTER

Name: Mr. Pradhuman Singh Rathore

23/11/2023

Dear Mr. Pradhuman Singh Rathore,

We take this opportunity to congratulate you that you have been selected for the post **of Associate Salesforce Developer** for **CRM Landing Software Pvt Ltd.** Your contribution is important to ensure our sustained success and growth. We hope that your career here will be a gratifying one. You would get maximum support from the whole of our team and we look forward to have the best relations with you.

Your stipend amount in **Training period** will be **Rs.10,000 (**Rupees Ten Thousand**)** as discussed and mutually agreed. You will be entitled to work as a trainee with us for a period of **6 Months** which will be effective from the date of commencement of this program. Any amendments to the Company policies as communicated from time to time will supersede the existing terms and conditions of employment and your continued employment and/or revised compensation shall be deemed consideration for accepting the new terms and conditions.

We look forward to your continued support and wish you a rewarding career ahead with CRM Landing!

Yours Sincerely,

For **CRM Landing Software Private Limited,**

2nd Floor, CRM Landing, Old Aryan Campus, Near Ram Bhawan, Shastri Nagar, Ajmer (Raj.) 305001 India.
crmlanding.in hr@crmlanding.in 8619948778, 9785934943

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

29
Feb '24

Recd:IMPS/406016375318/CRM LANDIN/KKBK/X2976/BULD3

Chq/Ref No.: IMPS-406016308140

10,000.00

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
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STARTBIT IT SOLUTIONS
DESIGNING THE FUTURE

STARTBIT IT SOLUTIONS PRIVATE LIMITED

(Formerly known as Vivacity InfoTech Pvt. Ltd.)
(An ISO 9001 and 27001 Certified Company)

Ref. SBOFRL0125011223

Date: 1-December-2023

Dear **Pradeep Sain**,

Congratulations!!

With reference to your application and subsequent interview, we are pleased to offer you the post of **Web Developer (Trainee)** in our organization.

You are requested to report at:

StartBit IT Solutions Pvt. Ltd.
Plot No. 82, Sector 6, 'C' Block
Chitrakoot, Vaishali Nagar, Jaipur.

With the following documents:

1. Recent two Passport size photographs
2. All Original Educational Certificates with their Photostats, since 10th class
3. Photocopy of ID and Address proofs

On **3rd January 2024** at **10:00 AM** for induction, failing which, this offer letter shall stand invalid. Your detailed appointment letter will be issued on the date of joining.

Kindly note this is a tentative offer letter, the offer can be withdrawn if there are any discrepancies in the information provided by you.

If you have any query/question, feel free to contact us at: +91-141-2440803

Designation	:	Web Developer (Trainee)
Training CTC	:	Rs. 10,000 (Rs. Ten thousand only)

STARTBIT IT SOLUTIONS PVT. LTD.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

APPBAY
ACCELERATING

Offer Letter

To: Pradeep Kumawat
Sub: Offer Letter
Offer Date: 28 October 2023
Joining Date: 30 October 2023

Dear Pradeep Kumawat,

Welcome to Appbay Technologies!

With reference to your interview, we are pleased to confirm an employment offer for the post of **Trainee Software Developer** with APPBAY Technologies Private Limited, at Jaipur, under the following terms and conditions.

Terms and Conditions:

1. The First 6 months would be considered your probation and training period which might increase on the basis of your performance and you will be paid a stipend of Rs. 12,000/- during this period. Your salary will be revised to INR 30,000/- per month after the next 6 months. A performance centric bonus of Rs. 50,000 will be paid after the completion of the 1st year which can range from 0-100% of the amount depending upon your performance and hence your net Package will be 4.1 LPA after completion of the training period. For next year your salary will be hiked and revised to INR 4.56 LPA. The performance centric bonus for 2nd year will be provided with the hike letter with T&C as per the company policy.Follow-up Appraisal will be applicable on the next fiscal year. All contributions to EPF will be included in the defined package.
   Brief detailing below -

Type of Period	Amount	Credit Period Start
Training period - First 6 months	INR 12,000/-	Nov 2023
First year Fixed Salary	INR 30,000/-	May 2024
First year Performance based bonus for entire year	Upto INR 50,000/-	May 2025
Second year	INR 38000/-	May 2026

2. Your base location will be **Jaipur**. This is a Full Time Work from Office position.

3. 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 Appbay Technologies Private Limited. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company. You must maintain strict confidentiality of all the employment and employer's information.

4. You will be entitled to all-inclusive Eighteen (18) days of paid leaves once you have completed the probation period. No Paid leaves during your training period (Initial 3 months).

For Appbay Technologies Pvt. Ltd.

Director

31/10/23

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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5. The Employee, as part of the consideration for the training efforts and costs involved, agreed to sign a service agreement for not leaving the service of the company for entire training period and also a minimum period of 2 year from his joining Date

   In case you leave the employment in the training period or less than 2 year from joining date 30th October 2023, you agree to refund the following:

   a. Training fees of Rs 2,00,000/-
   b. Amount Company has paid as a fee to the recruitment consultant (if any)
   c. Relocation fee (if any)
   d. Any other expense claimed by you.

6. This appointment is also contingent upon your adherence to the Company's policies and procedures applicable to all employees generally, and/or applicable to your position or function within the Company.

7. You agree that unless specifically stated in writing and signed by both you and an authorized officer of the Company, subject to controlling law, any employment granted to me is at will and for an indefinite term and that such employment may be terminated after the completion of one year at any time by giving a 90 days' notice either by you.

8. Company has the right to terminate your contract at any moment for any disciplinary action or on account of poor performance.

9. You agree that the Company may on its own or through an external agency perform a background check on you and you have no objection to the same. The background check may involve obtaining feedback from the References provided by you.

10. You agree that, at the time you leave the employ of Company, you will deliver to Company(and will not keep in possession, recreate or deliver to anyone else) all source code, object code, hardware devices, equipment, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, books, and any other documents or property, or reproductions of any aforementioned items developed by you pursuant to employment with Company or otherwise belonging to Company, its successors or assigns.

11. Non-Disclosure Clause:
    1. You will not disclose or distribute in any format or forum any information about the Appbay Technologies Pvt. Ltd. or its customers, vendors, owners, shareholders, employees, partners, officers, directors, board members or Appbay Technologies Pvt. Ltd. affiliated companies that Employee knows to be confidential or considered to be trade secret, patent, copyright, trademark, service mark or trade name. This shall also include any information on projects or products invented or developed by Employee or Employer during their employment with Employer.
    2. You agree that during your employment with Appbay Technologies Pvt. Ltd. or at any time thereafter, you will comply with all security precautions and measures of Appbay Technologies Pvt. Ltd. that are intended to maintain the confidentiality of its Confidential Information and to limit its distribution to instances of a legitimate need-to-know basis that are intended to

For Appbay Technologies Pvt. Ltd.

दीप

31/10/23

Director

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

promote the best interests of the Company.
3. You agree not to make statements relating to their employment or this agreement that can be construed as libelous, slanderous, critical or otherwise derogatory of Appbay Technologies Pvt. Ltd. or its employees, agents, partners, shareholders, officers, directors, board members.

Non-solicitation:
1. You agree for a period of Twenty-Four (24) months from the Last Working Day of your employment with Appbay Technologies Pvt. Ltd. not to directly or indirectly solicit competitive business from any client or customer of the organization (including any potential client of Appbay Technologies Pvt. Ltd.
2. You will not contact/work with any of Appbay's past/current client direct/indirect ways for a period of Twenty-Four (24) months from the Last Working Day of your employment with Appbay Technologies Pvt. Ltd.
3. You agree so long as employed by Appbay Technologies Pvt. Ltd and for twenty-four (24) months after leaving Appbay Technologies Pvt. Ltd. not to directly or indirectly recruit, solicit, or otherwise induce or attempt to induce or hire any employee of Appbay Technologies Pvt. Ltd. to initiate his or her exit from the Appbay Technologies Pvt. Ltd. In case of breach of the above-mentioned Non-Disclosure and Non-solicitation clause, Appbay Technologies Pvt. Ltd. has all the rights to file a legal case in the Rajasthan sub judiciary.

12. General Provisions:
    a. Entire Agreement: The Employment Contract consists of the documents listed below and the terms included therein:
        - Offer of Employment.
        - Term of Employment.
        - Employee Confidentiality, Invention Assignment, and Non-Compete Agreement.The Employment Contract sets forth the entire agreement and understanding between the Company and me relating to the subject matter herein and merges all prior discussions between us. No modification of or amendment to the Employment Contract, nor any waiver of any rights, will be effective unless in writing signed by the party to be charged. Any subsequent change or changes in my duties, salary or compensation will not affect the validity or scope of the Employment Contract. b) Governing Law; Consent to Personal Jurisdiction: The laws of the State of Rajasthan will govern the Employment Contract, and I hereby expressly consent to the personal jurisdiction of the High Court located therein for any lawsuit arising from or relating to my employment. c) Severability: If one or more of the clauses in this Terms of Employment are deemed unenforceable, then the remaining clauses will continue in full force and effect. d) Successors and Assigns: This Employment Contract will be binding upon my heirs, executors, administrators, and other legal representatives and will be for the benefit of the Company, its successors, and its assigns.

    b. Representative Warranties:
        - By signing this letter, you are representing to the Company that your acceptance of this offer and agreeing to employment with the Company under these terms

For Appbay Technologies Pvt Ltd

Director

31/10/23

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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will not conflict with, violate or constitute a breach of any employment or other agreement to which you are a party and that you are not required to obtain the consent of any person, firm, corporation or other equity in order to accept this offer of employment.

- You are required to engage yourself exclusively in the work assigned by APPBAY Technologies Private Limited and shall not take up any independent or individual assignment (whether the same is a part-time or full-time, in an advisory capacity or otherwise) directly or indirectly.
- You represent that you have provided the Company with full and accurate documentation of your last drawn compensation.
- To the fullest extent permitted by law, you agree to keep the terms of this letter confidential, and agree not to share them with anyone; if done so, it is at your own risk.Further, the Company is fully authorized to take appropriate action in event of your indulging in:

- An act of fraud or dishonesty in the course of your employment with the Company
- Conviction of (or plea of no contest with respect to) a crime constituting a felony
- An act or an omission that causes you or the Company to be in violation of Central or State securities laws, rules or regulations and/or the rules of any exchange or association of which the Company is a member, including statutory disqualifications

- Your material breach of any written policy applicable to your employment with the Company. Your material violation of the Company's written Confidential Agreement, a copy of which is being provided with this letter. Any intentional violation of these or any other Company procedures can result in disciplinary action being taken against you, which may result in termination of your employment with or without notice of compensation

The terms of this offer are intended to be kept strictly confidential. Please review this letter and return a signed copy of this letter. Please initial each page in acceptance of the terms and conditions set out herein.

We welcome you and wish you every success in your career at APPBAY Technologies.

दीप 31/10/23

APPBAY: Employee (You):

Rishita

HR Executive

For Appbay Technologies Pvt. Ltd

Director

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Payslip for the month of Sep, 2024
Appbay Technologies 4th Floor, 228, Sindhi Colony Rd,
Raja Park, Jaipur, Rajasthan 302004

(All Amount In INR)

Employee ID : 9	PAN Number : KXLPK9315N
Employee Name : Pradeep Kumawat	Pay Period : 01 Sep, 2024 - 30 Sep, 2024
Designation : Associate Developer	Total Paid Days : 30
Department : IT - Development	LWP days :
Gender : Male	Bank name : Punjab National Bank
Date of Joining : 30/10/2023	Bank Account number : 17452191060378

Earnings	Amount	Deductions	Amount
Basic Pay	15000	Income Tax	0
HRA	7500	LWP deductions	0
Special Allowance	7500	Employee PF Contribution	3600
Conveyance Allowance	0		
Bonus	0		
Overtime Allowance	0		
Reimbursement Pay	0		
Total Earnings	**30000/-**	**Total Deductions**	**3600/-**
Net Pay = INR 26400/-			

*This is system generated payslip does not require signature and stamps.

Dr. Mahesh Bundele
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Director
Poornima College of Engineering
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OFFER LETTER

LiftU

April 11,2024

Re: Offer Letter

Dear Piyush,

On behalf of Liftu.tech, I am pleased to offer you employment with Liftu.tech in the position of Trainee, starting on April 15,2024. In that position, you will report to Co-founders, Varun aggarwal and Sourabh Lodha.

During your Trainee Period, you will be provided zero cost training for 3 months. Post successful completion of training, you will be extended an offer to join liftu.tech at 4 LPA.This position is a part-time position where you will spend time in learning the key concepts, assignment completions and work with your trainer to become a working professional.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Additional Terms and Conditions of Offer:

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

This offer is for your eligibility for 3 months training provided by liftu.tech. Eligibility criteria solely decided by the company is "at will,". Employees are expected to have 100% attendance during the period and comply with all the training methodology of the company.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire on April 14,2024 at 5:00 pm.

Piyush, we are excited by the prospect of you joining the Company.

Sincerely,

Sourabh Lodha
Cofounder
Liftu.tech

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Offer Letter

Dear Parul Mehra,
Congratulations! We are glad to inform you that you have been selected for Aaklan IT Solutions Pvt. Ltd. We are delighted to make you the following job offer:

JOB TITLE: Coding/ Robotics Instructor

ROLE AND RESPONSIBILITIES

1. Looking for Instructors, who can be a part of our talented team that aims at educating and teaching coding to kids, (1st-9th).
2. You will be taking school sessions as per the timetable shared by the school.
3. Create or update the coding curriculum.
4. Create videos as per requirement.
5. Good understanding and knowledge of coding.
6. Contribute to student learning, growth, and advancement.
7. Good communication skills.
8. Accountable for learner outcomes and advocate for students.
9. Facilitate problem-solving and critical thinking skills, showing a high degree of creative application in the implementation of the curriculum.

Salary: 12000-15000+ HRA

Job Location: Pan Rajasthan, NCR

Technical Training will be provided by the company

AAKLAN-KIDS CODING LAB JAIPUR

RISHIKA TIBREWAL
HR EXECUTIVE
AAKLAN
hr@aaklan.com
82336 37790

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Date: 17 January 2024

Employment Agreement

It has been agreed between the following parties:

Cimpress India Private Limited (the "Company"), which is a part of Cimpress N.V. ("**Cimpress**"), with its registered office at Mumbai, India;

and

Nitu Pandel,

Plot no. 37, Sunrise City, Niwaru Road, Jhotwada, Jaipur, Rajasthan - 302012

Appointment as Intern

By this agreement (hereinafter "Agreement") we refer to our recent discussions and on behalf of Cimpress India Private Limited, (hereinafter "Company"), we are pleased to appoint you as **Intern** and engage your services on contract on the following terms and conditions:

1.0 Commencement and Duration of Internship

Your Internship is for a fixed period of 4 months which will be effective from **Feb 07, 2024** and this agreement of service shall stand terminated at close of business on **June 07, 2024** unless and until terminated in accordance with clause 6.0 mentioned below during the period of 4 months.

1.1 Location

You will be stationed at **Mumbai (Remote),** India.

2.0 Duties and Responsibilities

During your internship period, you will be a part of **Cimpress Technology** team and your project details will be shared shortly.

On completion of the assignment, you are required to submit a copy of the project report to your Project guide.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

3.0 Remuneration:

You will be paid a consolidated stipend of **INR 25,000/-**per month (**Rupees Twenty Five Thousand Only)** This will be subject to deduction of taxes as applicable. The stipend payment will be done in the first week of the month.

4.0 Holidays and Timings

You will observe the working hours and declared holidays as per the policy and timing applicable to you and as may be necessary to achieve the purpose of employment with the company.

You will be working for 5 days of any 7 days of the week with shift timings as decided by the Management. The working days might be extended & is subject to the work demand.

5.0 Employer Procedure

You are required to comply with the Code of Conduct, as well as all other rules, policies and procedures of the Organization which are applicable to all the employees.

5.1 Confidentiality Clause:

During or after your tenure with Cimpress, you will not divulge any information relating to Cimpress or any of its constituents or employees, with the unauthorized personnel or individuals, without the express authority in writing from the Management.

6.0 Termination Clause:

The Contract may be terminated at any time without notice and without further compensation if at any time in our opinion, which is final in this matter, you are found guilty of fraud, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of the code of conduct as defined by the Company or violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission, the company shall be entitled to recover the damages from you.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Please sign the copy of this letter as an indication of your acceptance of the above offer.

Yours truly,

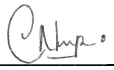
Signed for and on behalf of Cimpress India Private Limited by:



Preethi S H
Associate Director - Talent Acquisition

Date: 17 January 2024

I accept the above offer on the terms indicated. Further, I also confirm that I have read and understood the terms and conditions of the letter and hereby assure that I will abide to all the conditions mentioned.

Signature: 

Name: **Nitu Pandel**

Date: Jan 17, 2024

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Letter of Intent

Dear Mr. Nikhil Singhal **Date: 9th February 2024**

With reference to your interview conducted by us at Amity University, we are pleased to inform that you have been shortlisted for the position of **Software Developer (Python)** with Ubuy Technologies Pvt. Ltd. (hereinafter referred to as "UTPL").

UTPL solely reserves the right to make any changes to the date of joining and the location of posting according to the business requirements.

The following are the terms and conditions of your employment:

- Your Joining Date will be **12th February 2024**.
- Your Compensation will be **Rs. 10,000 Per Month. (Stipend)** for Six Months.
- You are expected to enter into an employment agreement with UTPL which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with UTPL.
- You may be required to undergo classroom training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically.
- You will be on a probation period of six months from your date of joining after successful completion of probationary period, based on your performance and assessments, you will be appointed with the employment of the Company and your Annual CTC will be **INR 3,50,000/**. (depends upon your performance).

Ubuy Technologies Pvt. Ltd.

52/183, Ubuy Tower, Opp. HCG Cancer Hospital,
VT road Mansarovar, Jaipur

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

- You will be required to sign a service agreement of 12 months (after completing Prob. Period) with a surety amount of Two Months 'salary. This amount shall be payable to the Company only on the event of your separation from the company before 12 months from the date of Joining (As a full-time employee).

- UTPL reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company.

- On the date of joining, you would be required to submit the documents which is attached in the same email. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

- If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission, or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission, the company shall be entitled to recover the damages from you.

- You will also be governed by the standard terms and conditions applicable across the company as existing and as may be amended from time to time.

- Any of the confidential information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged, or made public by you during and/or after the association with the Company.

- Please share your acceptance to offer as a confirmation within 7 days of receiving this letter and sign the duplicate copy of this Offer Letter and submit the same on the day of joining failing which this Offer letter extended to you by Ubuy Technologies Pvt. Ltd. Shall stand withdrawn without any liability.

Ubuy Technologies Pvt. Ltd.

52/183, Ubuy Tower, Opp. HCG Cancer Hospital,
VT road Mansarovar, Jaipur

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by Ubuy Technologies Pvt. Ltd. will stand withdrawn without any liability.

Welcome to **Ubuy**! We look forward to a mutually fruitful association.

Congratulations & Warm Regards,

For Ubuy Technologies Pvt. Ltd.

Dinesh Kumar
Director

Ubuy Technologies Pvt. Ltd.

52/183, Ubuy Tower, Opp. HCG Cancer Hospital,
VT road Mansarovar, Jaipur

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

OFFER LETTER

LiftU

April 11,2024

Re: Offer Letter

Dear Nikhil Sharma,

On behalf of Liftu.tech, I am pleased to offer you employment with Liftu.tech in the position of Trainee, starting on April 15,2024. In that position, you will report to Co-founders, Varun aggarwal and Sourabh Lodha.

During your Trainee Period, you will be provided zero cost training for 3 months. Post successful completion of training, you will be extended an offer to join liftu.tech at 4 LPA.This position is a part-time position where you will spend time in learning the key concepts, assignment completions and work with your trainer to become a working professional.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Additional Terms and Conditions of Offer:

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

This offer is for your eligibility for 3 months training provided by liftu.tech. Eligibility criteria solely decided by the company is "at will,". Employees are expected to have 100% attendance during the period and comply with all the training methodology of the company.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire on April 14,2024 at 5:00 pm.

Nikhil Sharma, we are excited by the prospect of you joining the Company.

Sincerely,

Sourabh Lodha
Cofounder
Liftu.tech

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Letter of Intent

Dear Mr. Nikhil Kumar Solanki **Date: 9th February 2024**

With reference to your interview conducted by us at Amity University, we are pleased to inform that you have been shortlisted for the position of **Software Developer** with Ubuy Technologies Pvt. Ltd. (hereinafter referred to as "UTPL").

UTPL solely reserves the right to make any changes to the date of joining and the location of posting according to the business requirements.

The following are the terms and conditions of your employment:

- Your Joining Date will be **12th February 2024**.
- Your Compensation will be **Rs. 10,000 Per Month. (Stipend)** for Six Months.
- You are expected to enter into an employment agreement with UTPL which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with UTPL.
- You may be required to undergo classroom training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically.
- You will be on a probation period of six months from your date of joining after successful completion of probationary period, based on your performance and assessments, you will be appointed with the employment of the Company and your Annual CTC will be **INR 3,50,000/**. (depends upon your performance).

Ubuy Technologies Pvt. Ltd.

52/183, Ubuy Tower, Opp. HCG Cancer Hospital,
VT road Mansarovar, Jaipur

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

- You will be required to sign a service agreement of 12 months (after completing Prob. Period) with a surety amount of Two Months 'salary. This amount shall be payable to the Company only on the event of your separation from the company before 12 months from the date of Joining (As a full-time employee).

- UTPL reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company.

- On the date of joining, you would be required to submit the documents which is attached in the same email. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

- If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission, or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission, the company shall be entitled to recover the damages from you.

- You will also be governed by the standard terms and conditions applicable across the company as existing and as may be amended from time to time.

- Any of the confidential information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged, or made public by you during and/or after the association with the Company.

- Please share your acceptance to offer as a confirmation within 7 days of receiving this letter and sign the duplicate copy of this Offer Letter and submit the same on the day of joining failing which this Offer letter extended to you by Ubuy Technologies Pvt. Ltd. Shall stand withdrawn without any liability.

Ubuy Technologies Pvt. Ltd.

52/183, Ubuy Tower, Opp. HCG Cancer Hospital,
VT road Mansarovar, Jaipur

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by Ubuy Technologies Pvt. Ltd. will stand withdrawn without any liability.

Welcome to **Ubuy**! We look forward to a mutually fruitful association.

Congratulations & Warm Regards,

For Ubuy Technologies Pvt. Ltd.

Dinesh Kumar
Director

Ubuy Technologies Pvt. Ltd.

52/183, Ubuy Tower, Opp. HCG Cancer Hospital,
VT road Mansarovar, Jaipur

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

NUMETRY TECHNOLOGIES
Regus, Sky One Unit No : 101, 1st Floor, Kalyani Nagar,
Pune Maharashtra 411006

Date: 20-12-2023

Natasha Goklani
Jaipur, Rajasthan

Dear Natasha,

Congratulations on your offer from Numetry Technologies, Pune!!

We refer to your recent interview for the above position and are pleased to offer you the position of **intern** in the **software developer** department of our company, effective January 2024, under the following terms and conditions:

1. **Stipend**: Your Stipend will be Unpaid.
2. **Working hours and Day**: 9.30 Am to 6.30 Pm & Monday to Friday
3. **Term**: The internship period is for **6 months**, starting from Jan to June 2024.
4. **Process document**: A process document manual will be provided to you on joining, which will help you understand the working of your department better.
5. **Leave**: Interns will be given no casual or sick leaves, only national holidays and public holiday leaves will be given. No leave will be granted immediately before/after Public Holidays.
6. **Confidentiality**: You shall not at any time during or after your employment term with the Company reveal any of the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.
7. **Resignation/termination**

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if:-
a) She/he is guilty of misconduct;
b) She/he is negligent in the discharge of her/his duties; or
c) Being absent or being unable to perform her/his duties and alleging ill-health as the cause thereof.

If you are agreeable to the above terms and conditions of the appointment, kindly confirm your acceptance by signing and returning the duplicate copy of this letter for our file and records.

Yours sincerely,

Parul Jain
Human Resource Manager

NUMETRY TECHNOLOGIES Pune 411006

I agree to the appointment and accept the above terms and conditions of service.

Signature: _____
Name: _____
Date: _____

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

hr@celebaltech.com
enterprisesales@celebaltech.com
www.celebaltech.com
0141-4700659
India: A-2 7th floor, UDB Corporate Tower,
J.L.N. Marg, Jaipur

STRICTLY CONFIDENTIAL

Date: 12-August-2023
Name: Naman Garg
Location: Jaipur, Rajasthan
Country: India
Joining Code: CH24/NA/PCEJ/0823/134
PPO Code: CH24/NA/PCEJ/0824/134

Subject: Offer Letter ("PPO")

Dear Naman,

By way of this LOI Celebal Technologies Private Limited ("Company") is pleased to share with you the proposed offer terms.

Proposed Confirmation Date as FTE:	1st August, 2024
Designation:	Associate
Place of Posting:	Jaipur, Rajasthan
Total Compensation:	INR 6,50,000/- (Rupees Six Lakh Fifty Thousand Only/-)

Please refer "Annexure A" for details of the remuneration and other allowances.
The formal employment letter will be issued on the Date of Joining as per Company's standard process.
The Date of Joining and Training Date may vary as per the Date of Exams.
Your appointment to employment will be based on your performance during the internship and training period, *inter alia*.

The following are the key indicators to measure the performance:

- Attendance
- Behavior
- Attitude
- Job Knowledge
- Active Contributor in the Project
- Work Performance
- Learning and development
- Communication
- POC and R&D
- Certifications
- Team work

We look forward to have you as a part of Celebal Tech family.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
181-B, RIICO Institutional Area
Sitapura, JAIPUR

Best Regards,



Sharthak Acharjee
Sr. Manager
Human Resources

Acceptance:
The above terms and conditions have been read and understood and the same are hereby accepted as the terms of my employment in the company. I understand that my employment is contingent upon my performance and completion of my graduation and subsequent communication of the same to the Company.



(Signature)
Name: Naman Garg

Date: Aug 14 2023 18:21 IST

Annexure A

Date of Offer: 1st August 2024

Term Sheet:

Set forth below is the outline of the management compensation, terms and conditions by which the undersigned agree to abide.

The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed in any manner or form, directly or indirectly inside or outside the company without the company's consent.

Date: 12-August-2023
Name: Naman Garg
Company: Celebal Technologies Private Limited
Position: Associate

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Salary Structure:

	Particulars	Annual CTC	Monthly CTC
A	**CASH COMPONENTS**		
	Basic + DA	**2,73,804**	**22,817**
	HRA	**1,09,524**	**9,127**
	Fixed/Total Allowances	**87,924**	**7,327**
	Bonus	**54,756**	**4,563**
	Total Cash Components	**5,26,008**	**43,834**
	Less: Deductions		
	Employee's Contribution to EPF Fund	**21,600**	**1,800**
	Total Deductions	**21,600**	**1,800**
	Net Pay	**5,04,408**	**42,034**
B	**NON-CASH COMPONENTS**		
	Company's contribution to EPF Fund	**21,600**	**1,800**
	Health & Accidental Benefit	**2,392**	**199**
	Performance Bonus (Variable, based on target achievement, to be paid Quarterly)	**50,000**	**4,167**
	Total Non-Cash Components	**73,992**	**6,166**
	Cost to Company	**6,00,000**	**50,000**

***Performance Bonus will be shared based on the individual, team and organizational performance, subject to the sole discretion of management of the Company.**

***You're eligible for one-time retention bonus of Rs.50,000 in addition to the Total CTC, post completion of 12 months as a Full-time Employee, subject to the terms and conditions including but not limited to your performance, feedback, code of conduct, attendance and parameters as per Company Policy.**

***The retention bonus must be returned to the company along with the service agreement breaching amount if you leave within 6 months of the transaction.**

Notes:

Basic	Paid on Monthly basis and is subject to tax, as per applicable law.
HRA	Provided to meet the cost of accommodation and is calculated at 40% of basic. It is paid on monthly basis and is subject to tax.
Other & Fixed Allowance	It is paid on monthly basis. This element has no linkage to any component of compensation and is subject to tax.
Medical	It is a benefit provided by the company. The coverage includes health and accidental insurance. The coverage for accidental insurance is 10L and for health insurance is 4L.
PF	As per the employee P.F. Act 1952, an employer is required to contribute minimum 12% of basic salary to EPF and the equal amount will be deducted as employee contribution from employee's monthly payroll.
Performance Bonus	The objective of bonus is to incentivize employees to achieve specific pre-determined goals. The performance evaluation will be done on quarterly basis. The first quarter bonus will be pro-rated basis from Date of Joining. This is subject to management discretion and can be revised from time to time. Payout of bonus is completely subjected to tax.
Retention Bonus	Retention Bonus is not considered part of CTC at the time of appraisal.

Sincerely,
For Celebal Technologies:

Sharthak Acharjee
Sr. Manager
Human Resources

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Congratulations :: Selections wi

mail.google.com/mail/u/0/?tab=rm&ogbl#search/JTEKT/FMfcgzGwHxtkbVjZDmGwrZVtVpPnrhQf

GATE Syllabus for C... | Gate Entrance Exam... | image_pixels | Flutte... | Flutter Awesome | Why Bloc? | Flutter Online Learn... | cubit_architecture_f... | Demo application -... | Gmail | Poornima Group Mail | All Bookmarks

Gmail | JTEKT | Active

Compose

Inbox 4,160
Starred
Snoozed
Sent
Drafts 8
More

Labels

Conversation History

7 of 11

Dear students,

We are very pleased to inform you that **3 students** of **2024 Batch** of **Poornima Group** have got selected with **JTEKT Electronics India Pvt. Ltd.** via campus hiring process conducted in November 2023.

Selected students have been offered the job role of Associate Engineer with stipend of Rs. 12k per month till completion of degree after successful completion of degree with a performance package of CTC **INR 3.50 LPA.**

JTEKT Electronics India Pvt. Ltd. (Formally known as Koyo Electronics India Pvt. Ltd.) is ISO 9001:2015 Certified company with 100 % Owned and Subsidiary of JTEKT Electronics Corporation, Japan(Corporation, Japan) & (Toyota Group, Japan). Operations in India Started in Sep 2007 and Provide Software Services to Group Companies in Japan and India.

Heartiest congratulations to the selected students for their placements and Best wishes for a successful future ahead!!!

Selected students are:

S. No.	Reg. No.	Name of Student	Gender	Branch	Section	College	Select job role
1	PCE20CS126	NAKSHATRA YADAV	Male	B.Tech-CS	3CSB2	PCE	Associate Engineer (Software)
2	PIET20CS006	ABHAY PRATAP SINGH CHAUHAN	Male	B.Tech-CS	CS-A	PIET	Associate Engineer (Web development)
3	PIET20CS204	VISHAL SHARMA	Male	B.Tech-CS	CS-C	PIET	Associate Engineer (Software)

For any query you can contact:

Mr. Avinash Sharma (Head, T&P) - 9928320501

37°C Haze | Search | ENG IN | 11:38 09-05-2024

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
181-B, RIICO Institutional Area
Sitapura, JAIPUR

UPI/407040190046/NA/7838431491@payt/Federal Bank/PTM4e7b8f9c3f96403a982c9c3985d0bc3f/		55.00
NEFT-AXISP00479931395-KOYO ELECTRONICS INDIA PVT LTD-AGAINSTFEB24STIPEND9-131010200022695-UTIB00001	11,850.00	

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Brudite
Be Erudite



MUDIT AGRAWAL

ASSOCIATE SOFTWARE ENGINEER

968-086-3538
mudit.a@brudite.com
ID-1112

www.brudite.com

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

You Aim We Help!

Brudite
Be Erudite

OFFER LETTER

Dear Mudit Agarwal,

Congratulations! We are delighted to offer you the position of **Associate Software Engineer** at Brudite Pvt. Ltd.

We expect you to join us on or before October 16 2023. You will be on probation for a period of **6 months** from the start date of your employment and your monthly compensation will be **Rs 21,000** in the probation period. Your actual date of joining shall be deemed as your effective date of appointment. Your gross compensation will be **Rs. 6,00,000 per annum**, on a cost-to-the-company basis after the completion of 6 Months based on your performance.

You will be joining an organisation that continuously reinvents itself, creating a culture of innovation, and thus you will have many opportunities to grow and develop. We are hopeful you will find your time with us to be challenging and fulfilling!

If you wish to discuss any detail of this offer, please feel free to contact us.

Best Regards,

Sushma Tiwari

Mrs. Sushma Tiwari
Director

BRUDITE ADDRESS

A : 54-55 First Floor, Opposite, Kumbha Marg, Krishna Vihar, Sector 5, Pratap Nagar, Jaipur, Rajasthan 302033

P : +91 - 907 662 4183

E : info@brudite.com

W: www.brudite.com

Dr. Mahesh Bundele
B.E. M.E. Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Brudite Private Limited (Brudite Private Limited)
First floor, Flat No 54-55, Pratap nagar sector 5, Krishna Vihar, sanganer, Bambala, Jaipur, Jaipur, Rajasthan, 302033, Rajasthan - 302033

Full & Final Settlement: Jan 2024
Generated by RazorpayX Payroll

Net Pay		Gross Pay (A)	Deductions (B)
12,871	=	+ 12,871	- 0

Employee Code
1112

Name
Mudit Agrawal

Designation
Associate Software Engineer - Intern

Department
Engineering

Date of birth
13/07/2002

PAN
ECGPA1227K

Account no.
41446999565

IFSC code
SBIN0032385

Date of joining
16/10/2023

Last Working Day
19/01/2024

Reason for Leaving
performance issues

Regime Opted
New Regime

Remarks
Notes from your employer

performance issues

Gross Pay (A)
The total money you earned before the deductions

Earnings	Monthly	Total Amount
Basic	6,436	6,436
House Rent Allowance	3,218	3,218
Special Allowance	1,931	1,931
Leave & Travel Allowance	1,286	1,286
	Gross Pay	**12,871**

Deductions (B)
The amount deducted for taxes and other benefits

Deductions	Monthly	Total Amount
	Total Deductions	**0**

Yearly Taxable Income (C)
The money you will earn annually excluding the exemptions you declare

Description	Gross	Exempted	Taxable
Basic Salary	29,130	0	29,130

This is a computer generated payslip and does not require signature.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Description	Gross	Exempted	Taxable
HRA	14,565	0	14,565
Special Allowance	8,739	0	8,739
Leave & Travel Allowance	5,824	0	5,824
New Year Bonus	2,100	0	2,100
		Annual Taxable Salary	**60,358**

Net Taxable Income (E)

Your taxes are calculated on this amount after considering all investments you claimed to save taxes

Details	Amount
Annual Taxable Salary **(C)**	60,358
Standard Deductions (Section 16)	-50,000
Net Taxable Income	**10,358**

Tax for 2023 - 24

Tax will be deducted on this Net Taxable Salary after all exemptions

Details	Amount
Tax on Taxable Income	0
Net Tax	0
Tax Deducted Till Date (Current Employer)	0
Tax To Be Deducted This Year	**0**

Tax for Jan 2024

Tax to be deducted (F) / No. of payroll exections left in this financial year

Tax to be deducted this month	0
Tax Deducted This Month	**0**

Monthly tax

Projected TDS for rest of the year are marked with *

April 2023	May 2023	June 2023	July 2023	August 2023	September 2023
0	0	0	0	0	0

October 2023	November 2023	December 2023	January 2024
0	0	0	0

* These may change if there is a change in your income

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

This is a computer generated payslip and does not require signature

Brudite
Be Erudite

You Aim We Help!

OFFER LETTER

Dear Mudit Agarwal,

Congratulations! We are delighted to offer you the position of **Associate Software Engineer** at Brudite Pvt. Ltd.

We expect you to join us on or before October 16 2023. You will be on probation for a period of **6 months** from the start date of your employment and your monthly compensation will be **Rs 21,000** in the probation period. Your actual date of joining shall be deemed as your effective date of appointment. Your gross compensation will be **Rs. 6,00,000 per annum**, on a cost-to-the-company basis after the completion of 6 Months based on your performance.

You will be joining an organisation that continuously reinvents itself, creating a culture of innovation, and thus you will have many opportunities to grow and develop. We are hopeful you will find your time with us to be challenging and fulfilling!

If you wish to discuss any detail of this offer, please feel free to contact us.

Best Regards,

Sushma Tiwari

Mrs. Sushma Tiwari
Director

BRUDITE PRIVATE LIMITED
SOFTWARE TRAINING INSTITUTE
MOBILE NO. : 90766 24183

BRUDITE ADDRESS

A : 54-55 First Floor, Opposite, Kumbha Marg, Krishna Vihar, Sector 5, Pratap Nagar, Jaipur, Rajasthan 302033

P : +91 - 907 662 4183

E : info@brudite.com

W: www.brudite.com

Be Erudite!

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

CELEBAL TECHNOLOGIES
Celebal Technologies Private Limited

CIN : U72900RJ2016PTC056190
+91-8905993615
enterprisesales@celebaltech.com
www.celebaltech.com

PRE-PLACEMENT OFFER LETTER ("PPO")

Date: 30th July 2024

Dear **Prachi,**

We, at Celebal Technologies Pvt Ltd, are delighted to formally appoint you to the position of an **Intern** in the **Data Engineer** domain. Your skills and expertise align seamlessly with our organizational needs, and we are confident that your contributions will make you a valuable asset to our team.

Name: **Prachi Khandelwal**
Department: **Big Data & EDW**
Location: Jaipur, Rajasthan
Country: India

Joining Code:CH'24/PR/PCEJ/0824/64
PPO Code:CH'24/PR/PCEJ/0425/64

We would like to have your response by **1st Aug 2024,** EOD. In the interim, should you have any questions or concerns, please do not hesitate to reach out to the undersigned. Upon your acceptance, we will provide guidance on the necessary joining formalities. Your seamless onboarding is our priority, and we are here to assist you throughout the process.

In the event of no response by **1st Aug 2024,** EOD, this offer of employment will automatically be deemed null and void.

Please refer to the specific terms and conditions of your employment in "Appendix A." We encourage you to thoroughly review these documents to ensure a comprehensive understanding of your remuneration package and the terms governing your employment.

Disclaimer: This offer of employment is private and confidential, intended solely for the addressee. Any unauthorized dissemination, distribution, or copying of this communication is strictly prohibited

We look forward to having an enriching association with you.

For and on behalf of Celebal Technologies Pvt Ltd

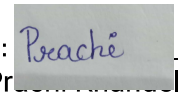
Sharthak Acharjee
Senior Manager | Celebal Technologies

Prachi

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Acceptance:

I HEREBY ACKNOWLEDGE THAT I HAVE THOROUGHLY READ THE ENTIRE AGREEMENT. I UNDERSTAND AND AGREE TO ABIDE BY THE TERMS AND CONDITIONS OUTLINED IN THE AGREEMENT THROUGHOUT MY TENURE WITH THE COMPANY. I WILLINGLY CONSENT TO COMPLY WITH THESE TERMS AND UNDERTAKE TO FULFILL MY OBLIGATIONS WITH UTMOST SINCERITY.

Signature: 

Name: Pr[illegible]lwal

Date: Jul 31 2024 10:22 IST

Appendix A

INTERNSHIP DETAILS:

Internship Commencement Date	5th Aug 2024,
Internship Stipend	Rs. 10,000/- per month
Designation:	Junior Associate
Place of Posting:	Jaipur, Rajasthan

TRANSITION TO FULL TIME EMPLOYEE DETAILS:

Your association with the Company will begin in the role of a Junior Associate starting from the Internship Commencement Date until you transition to a Full-Time Employee (FTE). We anticipate the following timeline to unfold successfully, provided all aspects progress as planned.

Traineeship Commencement Date:	1st Dec 2024
Traineeship Stipend:	Rs. 15,000/- per month
Proposed Confirmation to FTE Commencement Date:	1st Apr 2025
Cost to the Company (CTC)*:	Rs. 6,50,000 per annum

Please note:

a) The transition from Intern to Trainee and subsequently from Trainee to Full-Time Employee is contingent upon your performance within the organization.
b) This progression is dependent on your accomplishments and contributions during your tenure with us.

Your dedication and contributions will play a pivotal role.

ELEVATE YOUR CAREER: CELEBAL'S EXCEPTIONAL EMPLOYEE BENEFITS

- Exciting Pathways for Long-term Career Growth
- Unlock Global Certification Achievements
- Tailored Tenure Enrichment for Your Personal Growth
- Embark on MS Programs with Our Generous Sponsorship
- Explore a World of Rotational Opportunities
- Fuel Your Success with Dynamic Learning Initiatives
- Earn Incentives for Your Ongoing Dedication
- Prioritize Health & Wellness with Exclusive Benefits

Dr. Mahesh Bundele
B.E. M.E. Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

ANNEXURE A

SALARY STRUCTURE

Particulars		Annual Total CTC	Monthly CTC
A	**FIXED MONTHLY COMPONENTS**		
	Basic	273804	22817
	HRA	109522	9127
	Bonus	54761	4563
	Fixed Allowances	87921	7327
	Total A	**526008**	**43834**
	Less: Employee's contribution		
	Employee's Contribution to EPF Fund	21600	1800
	Total B	**21600**	**1800**
	NET PAY	**504408**	**42034**
B	**RETIRALS, HEALTH & WELLNESS BENEFITS**		
	Company's contribution to EPF Fund	21600	1800
	Health & Accidental Benefit	2392	199
	Total C	**23992**	**1999**
	FIXED CTC	**550000**	**45833**
C	**VARIABLE COMPONENT**		
	Performance Bonus (payable <Quarterly>)	**50000**	**4167**
D	**CONVENIENCE & BENEFITS (Annual Payment)**		
	Loyalty Bonus	**50000**	
	TOTAL COST TO THE COMPANY	**650000**	**54167**

*You are requested to make a note of the following points:

a) Performance Bonuses: Celebal's performance bonuses are based on individual, team, and organizational accomplishments, granted at the discretion of management.

b) Loyalty Bonus: After completion of your first 12 months as a Full-time Employee, you qualify for a one-time retention bonus of Rs. 50,000/-. This bonus, in addition to your Total CTC, is subject to various factors, including but not limited to your performance, adherence to Company's Code of Conduct, Attendance, and other parameters in alignment with the Company Policy. This is Company's heartfelt gesture to acknowledge and appreciate your unwavering dedication.

Prachi

Dr. Mahesh Bundele
B.E. M.E. Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

FOR YOUR REFERENCE, KINDLY NOTE:

Basic	The basic salary is paid on a monthly basis and is subject to taxation in accordance with the applicable laws.
HRA	The accommodation allowance, which covers accommodation expenses, is calculated at 40% of the basic salary. It is disbursed on a monthly basis and is subject to taxation.
Other & Fixed Allowance:	This allowance is paid on a monthly basis. It is an independent component of compensation and is subject to taxation.
Medical:	This is a company-provided benefit that includes both health and accidental insurance coverage. The accidental insurance coverage is up to 10 lakhs, while the health insurance coverage extends to 4 lakhs.
PF:	As per the Employee Provident Fund (EPF) Act of 1952, the employer is mandated to contribute a minimum of 12% of the employee's basic salary to the EPF fund. Simultaneously, an equal amount is deducted as an employee contribution from the monthly payroll.
Performance Bonus:	The objective of the bonus program is to incentivize employees to attain specific pre-determined goals. Performance evaluations will be conducted quarterly, and the bonus for the first quarter will be pro-rated based on the date of joining. Please note that bonus terms are subject to management's discretion and may be revised periodically. Additionally, it's important to be aware that bonus payouts are subject to taxation.
Loyalty Bonus:	The retention bonus is not factored into the calculation of the Cost to Company (CTC) during the appraisal process.

We are delighted about the prospect of welcoming you to Celebal and have full confidence that you will make a meaningful contribution to our team. Please accept our warm congratulations on this offer letter.

We kindly request your signed acceptance of this offer by **1st Aug 2024**, and we eagerly anticipate your arrival on **5th Aug 2024**.

For and on behalf of **Celebal Technologies Private Limited**

Sharthak Acharjee
Senior Manager | Celebal Technologies

Preached

Dr. Mahesh Bundele
B.E. M.E. Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Mastek
Trust. Value. Velocity

September 6, 2023

To,
Ms. Kratika Jangid,
Jaipur, Rajasthan, India.

Subject: Offer of Employment

Dear Kratika,

We are pleased to offer you the position of **"Associate Consultant " in Grade T2**, in Mastek Enterprise Solutions Private Limited ("Company"). This offer is subject to your acceptance and approval of the documents and references, which you have mentioned in your interview and resume earlier. You are required to submit the documents as per Annexure – II, on your day of joining. You are required to join on or before **June 26, 2024.**

Your Letter of Appointment will be given to you upon your joining the company, which contains details of all terms and conditions of employment in the company. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education, and employment history. Your employment is also contingent upon your ability to work for the company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

The details of your offer are as follows:

LOCATION
The Employee's base location of work will be Ahmedabad, Gujarat, India. The employment will be governed by the policies of the base location. The employment is transferable, and the Employee may be assigned to any office of Mastek.

COMPENSATION
Your annual CTC will be **INR 4,20,000/- (INR Four Lakhs and Twenty Thousand Only) per annum.**

OTHER BENEFITS
You will be eligible for the following additional benefits:

Joining Travel Reimbursement:
You are entitled for one way travel reimbursement of 3AC Train or Bus Ticket on actuals, at the time of Joining Mastek Enterprise Solutions Private Limited.

Onsite Allowance:
Whenever you are on an overseas deputation, you will be entitled for Per Diem as per International Travel policy.

Overseas Travel Policy:
Each time you travel abroad, you will be provided with an Overseas Travel Insurance.

Conveyance:
The Company will reimburse the official conveyance expenses incurred at all onsite locations.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
RIICO Institutional Area
Sitapura, JAIPUR

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Insurance Benefits:

1. Mediclaim Coverage for hospitalization will be available for you and your family (Spouse, 2 Children upto age 25 years) up to INR. 4 lakhs per annum.
2. Group Personal Accident Coverage upto a maximum of INR. 10 lakhs for the employee.
3. Group Term Life Insurance - Sum Insured coverage will be 1 time of CTC or Min 10 Lakhs, whichever is higher.
4. Employee Deposit Linked Insurance coverage will be INR 7 lacs (if applicable).

Accommodation:

You will be provided 15 days shared accommodation in company guest house in Ahmedabad starting from joining date. In case, shared room is not available in the guest house, company will arrange 10 days hotel accommodation for you. In case you extend your stay in the guest house or the hotel, the same will be chargeable based on the availability. The Company will provide you a shared bedroom accommodation facility at all onsite locations.

In case of voluntary termination from the services of Mastek Enterprise Solutions Private Limited within 2 years of your joining, you will be required to repay the total expenses incurred against joining travel reimbursement and joining accommodation facilities by the company or it will be adjusted against your Full & Final settlement.

Time Zone:

You will be required to work as per the time-zone of the assigned project or region.

APPRAISAL & SALARY REVISION

Our performance year is 1st July to 30th June. The performance appraisal will be based on KRAs as decided between employee and his/her supervisor. Your first Annual Appraisal will be in July, 2024.

HOLIDAYS/LEAVES

The leave year will be 1st January to 31st December. You will be entitled for paid leaves and can be availed as per the leave policy. On and above these, you will be entitled for the declared holidays as per the published regional holiday calendar. The leave accrual will commence after training period and First year leave entitlement will be around 15 days.

SERVICE AGREEMENT

You will be required to sign a service agreement for 2.3 years (2 years of service assurance + 3 Months Training) on the day of Joining.

PROBATION PERIOD

Your appointment will be on a probationary basis for the first Three (3) months of your employment. Employment will be confirmed based on your performance and reviews during the training period. In the event of termination of the employment during the probationary period, you will not be entitled to receive any end of service benefits or compensation whatsoever.

NOTICE PERIOD

You or the company may terminate your service at any time by giving 90 days' notice or basic salary in lieu thereof. However due to exigencies of business the company may at its sole discretion reject the notice pay and ask you to serve the entire or part of the notice period. You shall not be relieved of your services, except upon issue of a letter by the company to that effect. In case of onsite deputations of more than three (3) months duration, based on project exigency, the notice period can be extended to further 30 days.

Dr. Mahesh Bundele
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Director
Poornima College of Engineering
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Sitapura, Jaipur

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GOVERNING LAW

This Offer shall be governed by and construed in accordance with the laws of India, and both Parties hereby irrevocably submit to the exclusive jurisdiction of the courts of Ahmedabad.

Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

This offer is valid for three days from today. You are requested to send the offer acceptance within 3 days of receiving the offer, along with your joining date.

Looking forward to have you aboard.

For Mastek Enterprise Solutions Private Limited



Vinay Suvarna
Senior Vice President - Total Rewards & HR Shared Services

ACCEPTANCE

I accept this offer for the position described above, with the understanding that this offer is conditional upon submission and approval of relevant documents and references specified in my resume earlier.

Signature:

Date:

Place:

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
RIICO Institutional Area
Sitapura, JAIPUR

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ANNEXURE – I

SALARY ANNEXURE

Name:	Kratika Jangid	
Designation:	Associate Consultant	
PARTICULARS	**PER MONTH (INR)**	**PER ANNUM (INR)**
Fixed Cash Components		
Basic Salary	17,089	2,05,068
House Rent Allowance	8,545	1,02,540
Advance Bonus	2,000	24,000
Other Allowance	2,443	29,316
Employee's Contribution to PF*	2,051	24,612
Total Fixed Cash Compensation (A)	**32,128**	**3,85,536**
Fixed Non-Cash Components		
Gratuity**	821	9,852
Employer's Contribution to PF*	2,051	24,612
Total Fixed Non-Cash Compensation (B)	**2,872**	**34,464**
Total CTC (A+B)	**35,000**	**4,20,000**

Notes:
* PF – Employee's and Employer's contribution to PF is a part of CTC.
** Gratuity will be paid as per The Gratuity Act, India.

Dr. Mahesh Bundele
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ANNEXURE – II

List of documents to be submitted

1. Colored Passport Copy
2. Five recent passport size colored photographs with white background
3. Education Qualification Certificates (Graduation & Post-Graduation convocation degrees with marksheets)
4. Residence proof (Driving License/Election Card)
5. Relieving & Experience letter from Last Employer
6. Last three months' salary slips from Last Employer
7. PAN Card copy

You are requested to report to **Ms. Clarissa Dias (+91-8758682748)** at 10:00 am to complete the joining formalities. At the time of joining, submit the copies of the documents as per Annexure – II.

If you have queries on any of the above, please contact **Mr. Bharat Dhaneshwari** on **(+91-9898490181).**

Dr. Mahesh Bundele
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DATANSH
A DIGITAL RELATION

https://datansh.com
contact@datansh.com
+91 79763 67679

K-7, Tonk Road,
Income Tax
Colony,Durgapura,
Jaipur 302018

Offer Letter

To: Megha Agrawal
Sub: Offer Letter
Offer Date: 19 September 2023
Joining Date: 03 October 2023
Reference: DATANSH/DS-JPR-00039

This is with reference to your interview, we are pleased to confirm an employment offer for the post of **Software Engineer Trainee** with Datansh Solutions Private Limited, at Jaipur, under the following terms and conditions.

Terms and Conditions:

1. Your yearly compensation will be **Rs. 3,80,000** after successful completion of training period. The training period will be of six months, where in the first three months of period, your compensation will be Rs. 15,000 and Rs. 18,000 for the remaining three months of training period.
2. You will not take up any other appointment or assignment during your tenure with us and will maintain strict confidentiality of all the employment and employer's information.
3. You will be entitled to all-inclusive **Eighteen (18) days** of **paid leave** per year as mentioned in the staff policy manual after the completion of the training period.
4. This appointment is also contingent upon your adherence to the Company's policies and procedures applicable to all employees generally, and/or applicable to your position or function within the Company.
5. You agree that unless specifically stated in writing and signed by both you and an authorized officer of the Company, subject to controlling law, any employment granted to me is at will and for an indefinite term and that such employment may be terminated after the completion of two years from the date of employment at any time by giving a 90 days' notice either by you.
6. The employment service agreement will be for two years starting from the day of the employment.
7. Company has the right to terminate your contract at any moment for any disciplinary action or on account of poor performance.
8. You agree that the Company may on its own or through an external agency perform a background check on you and you have no objection to the same. The background check may involve obtaining feedback from the References provided by you.
9. You agree that, at the time you leave the employ of Company, you will deliver to Company (and will not keep in possession, recreate or deliver to anyone else) all source code, object code, hardware devices, equipment, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, books, and any other documents or property, or reproductions of any aforementioned items developed by you pursuant to employment with Company or otherwise belonging to Company, its successors or assigns.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
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Sitapura, JAIPUR

DATANSH
A DIGITAL RELATION

https://datansh.com
contact@datansh.com
+91 79763 67679

K-7, Tonk Road,
Income Tax
Colony,Durgapura,
Jaipur 302018

9. General Provisions:

a. Entire Agreement: The Employment Contract consists of the documents listed below and the terms included therein:

- Offer of Employment.
- Term of Employment.
- Employee Confidentiality, Invention Assignment, and Non-Compete Agreement. The Employment Contract sets forth the entire agreement and understanding between the Company and me relating to the subject matter herein and merges all prior discussions between us. No modification of or amendment to the Employment Contract, nor any waiver of any rights, will be effective unless in writing signed by the party to be charged. Any subsequent change or changes in my duties, salary or compensation will not affect the validity or scope of the Employment Contract. b) Governing Law; Consent to Personal Jurisdiction: The laws of the State of Rajasthan will govern the Employment Contract, and I hereby expressly consent to the personal jurisdiction of the High Court located therein for any lawsuit arising from or relating to my employment. c) Severability: If one or more of the clauses in this Terms of Employment are deemed unenforceable, then the remaining clauses will continue in full force and effect. d) Successors and Assigns: This Employment Contract will be binding upon my heirs, executors, administrators, and other legal representatives and will be for the benefit of the Company, its successors, and its assigns.

b. Representative Warranties:

- By signing this letter, you are representing to the Company that your acceptance of this offer and agreeing to employment with the Company under these terms will not conflict with, violate or constitute a breach of any employment or other agreement to which you are a party and that you are not required to obtain the consent of any person, firm, corporation or other equity in order to accept this offer of employment.
- You are required to engage yourself exclusively in the work assigned by Datansh Solutions Private Limited and shall not take up any independent or individual assignment (whether the same is part-time or full-time, in an advisory capacity or otherwise) directly or indirectly.
- You represent that you have provided the Company with full and accurate documentation of your last drawn compensation.
- To the fullest extent permitted by law, you agree to keep the terms of this letter confidential and agree not to share them with anyone; if done so, it is at your own risk.

Dr. Mahesh Bundele
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K-7, Tonk Road,
Income Tax
Colony,Durgapura,
Jaipur 302018

Further, the Company is fully authorized to take appropriate action in event of your indulging in:

- An act of fraud or dishonesty in the course of your employment with the Company
- Conviction of (or plea of no contest with respect to) a crime constituting a felony
- An act or an omission that causes you or the Company to be in violation of Central or State securities laws, rules, or regulations, and/or the rules of any exchange or association of which the Company is a member, including statutory disqualifications.
- Your material breach of any written policy applicable to your employment with the Company
- Your material violation of the Company's written Confidential Agreement, a copy of which is being provided with this letter. Any intentional violation of these or any other Company procedures can result in disciplinary action being taken against you, which may result in termination of your employment with or without notice or compensation.

Datansh Solutions Private Limited:

Sunil Kumar

Sunil Kumar
Co-Founder

Employee (You):

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Offer | **Manvi Agrawal** | Jr. Bench Sales Recruiter | Codex Tech IT LLC |

Dear Manvi Agrawal, Wed, Mar 6, 2024 at 3:21 PM

We are successful and growing. We expect you to set an example of diligence, dedication and commitment delighted you have joinedus! Your contribution is important to ensure our sustained and contribute your best efforts in making Codex Tech IT LLC a leading organization.

We are pleased to confirm your appointment in our organization as **" Jr.Bench Sales Recruiter"(Full Time)** on **18th Mar,2024** failing which we shall presume that you are not interested in pursuing a career with us.

Location: Visnagar

Remuneration: 3LPA*

Please find below points which are very important before Joining.

1) I have explained to you Regarding Salary (Salary calculated on working days only excluding Saturday, Sunday and Holidays).
2) Office Timing 7:30 PM to 4:30 AM (60 minute of Brake)
3) Holidays only following Federal USA Holidays Which are already listed by Codex.
4) Attendance Calculated by Biometric.
5) 3 Month of probation period
6) First 15 day we will provide you the accommodation then you have to take care of it
7) Food's are not allowed during working hours (In Medical Condition Allowed)
8) Salary Credit on or between 1st to 5th on every Month.
9) Complete The Documentation and Employmentnt Details (Follow the links for documentation)
10) This offer is valid till 8th March 2024 (we are expecting the Acceptance till that date after that this offer is not valid)

If you have any query on this feel free to connect with me on call or email
Phone :+91 7777935749
Email: hr@codextech-it.com

Thanks and Regards
Ravi Mankodiya

HR
Admin
CodeX Tech-IT

(713) 347 9619
hr@codextech-it.com
www.codextech-it.com
447 Broadway, 2nd Floor, 1404, New York, , NY , 10013

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

CodeTrade.io

Offer letter

Date:-19/03/2024

Dear Mantu Raj

This is with reference to a subsequent interview that you had with us. We are pleased to inform you that you have been selected for the position of "**Software Developer - Trainee**" with our organization to be based at Ahmedabad as per the terms and conditions discussed and agreed upon.

This appointment is effective from 01/04/2024 the date of your joining our organization and offered CTC is INR 2,50,000. A detailed appointment/joining letter will be provided to you once your Internship is completed. During this Six Month internship, we will provide you a stipend of INR7000 per month.

Looking forward to your association with CodeTrade(India) Pvt Ltd

With Best Regards,

HR Team

CODETRADE (INDIA) PVT. LTD. CodeTrade

Reg. Office
CodeTrade India Pvt. Ltd.
1001, 1002 , Sankalp Square , opp. Montecristo Banquet,
3A, Sindhu Bhavan Marg, Beside Taj Skyline, Bopal, Ahmedabad , Gujarat 380059
CIN : U72501GJ2018PTC105553

Contact us
+91-9428613980
info@codetrade.io
www.codetrade.io

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
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ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

in time tec

CIN: U72200RJ2009PTC028316

InTimeTec Visionsoft Pvt. Ltd.
Registered Office : Plot No. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur-302034
Branch Office : Site No. 271, Sri Ganesha Complex, Hosur Main Road, Madiwala, BTM 1st Stage, Bangalore- 560068
E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Date: - 26-Sep-2023

Employment Offer Letter

Name: - Mansi Kumari
E-mail: - 2020pcecsmansi104@poornima.org
Mobile- 8294103685

Dear **Mansi Kumari**,

This is regarding your application for employment with **InTimeTec Visionsoft Pvt. Ltd.** We are pleased to offer you an internship followed by employment, with **InTime Tec Visionsoft Pvt. Ltd** at our **Jaipur** office located at **Plot no. 1 / 2, Kanakpura Industrial Area, Kanakpura. Sirsi Road, Jaipur-302034.**

Your proposed designation is **Trainee** during the internship period up to 6 months. After successful completion of your internship and based on your performance during the internship, your designation will change to **Jr. Software Engineer** with an annual salary of **Rs. 5.50 Lakhs**.

During your internship period, you will be entitled to a stipend of Rs. 15,000/- per month.

Joining Date for Training

You are required to report on duty at our office on **09-Jan-2024**

Internship Period & Confirmation

Upon your satisfactory completion of the internship period, you shall be a confirmed employee of the company. The company reserves the right to either extend the internship period or terminate your employment if your performance fails to meet the expectations set by the company.
If you, for any reason, leave the Company during the internship period or within two months of confirmation as an employee, then, you shall forthwith to indemnify the company a sum total of the amount you have received as stipend or as salary (Cost to Company) starting from the period you have joined the company.
A 'certificate of Internship' will only be issued if an individual "successfully completes" 6 months of internship as a Trainee.

This is a Computer-Generated Document. No Signature Required.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

in time tec

CIN: U72200RJ2009PTC028316

InTimeTec Visionsoft Pvt. Ltd.
Registered Office : Plot No. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur-302034
Branch Office : Site No. 271, Sri Ganesha Complex, Hosur Main Road, Madiwala, BTM 1st Stage, Bangalore- 560068
E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Appraisal

Performance reviews and annual appraisals are done in the month of April and increments are therefore granted on merit according to the company policy.

Place of Work and Mobility

You shall be based in **Jaipur** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India. You will be governed automatically by the rules and regulations, and terms and conditions, applicable to the new assignment.

Non-Disclosure and Intellectual Property Rights

As a condition of your employment, you will be required to sign the company's standard form of Confidential Information and Assignment of Inventions Agreement at the time of your joining. The company retains the ownership of intellectual property rights related to copyrights concerning works undertaken during the employment of the company. You are also not allowed to carry portable storage devices in and outside of the company premises.

Notice Period and Termination

Either the company or you may at any time terminate this agreement by giving in writing to the other party 60 days' notice or in lieu thereof a sum equal to the amount or pro-rated amount of CTC which would have accrued to you during the period or remaining period of notice, though the buyout of the notice period will be entertained only subject to management approval. This clause will be applicable only after the successful completion of probation.
The company would terminate the employee with immediate effect if caught engaged in dishonest or suspicious behavior, or misconduct of theft of company products.

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Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

CIN: U72200RJ2009PTC028316

in time tec

InTimeTec Visionsoft Pvt. Ltd.
Registered Office : Plot No. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur-302034
Branch Office : Site No. 271, Sri Ganesha Complex, Hosur Main Road, Madiwala, BTM 1st Stage, Bangalore- 560068
E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Annual Leave

From the day of joining, you shall be entitled to annual leave accordingly to company rules. During the internship period, you are only allowed to take leaves for your examination. The company's holiday year runs from the first day of January to the last day of December.
The company declares holidays based on the location of work. The annual leave entitlement for the calendar year is 18 for all confirmed employees. Employees with less than 1 year of service receive a proportional amount of annual leave entitled. Further details would be given to you at the time of your joining the organization.

Rules and Regulations

Your job will be subject to the policies, rules, and regulations of the company as promulgated and modified from time to time in relation to your conduct, employment, and all other factors.
In addition to the above, all internal policies, rules, and regulations as may be in the operations at the time of your acceptance of the appointment with the company may be amended or altered, with or without notice, from time to time at the discretion of the company and will be applicable to you.

Acceptance

Please sign this letter indicating your acceptance to the offer of employment and send it to us at the earliest. If we do not hear from you within 7 days from the date of release of this letter, we shall assume that you do not wish to accept the company's offer of employment and our offer expires. We look forward to having you in the **In Time Tec Visionsoft** family.

Regards,
Pooja Maheswary
7008842513
Assistant Manager - HR
InTimeTec Visionsoft Pvt.Ltd.

I hereby agree to and accept the terms of the employment offer and shall report for duty on the ..09/01/2024..
Signature Mansi kumari
Name: Mansi..Kumari
Date: ..30/09/2023

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Dr. Mahesh Bundele
B.E., M.E., Ph.D.
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CIN: U72200RJ2009PTC028316

in time tec

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Branch Office : Site No. 271, Sri Ganesha Complex, Hosur Main Road, Madiwala, BTM 1st Stage, Bangalore- 560068
E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Salary Break-up Letter after Internship Confirmation

Dear **Mansi Kumari**

Your monthly salary details & total cost to the company are as follows:

Proposed Breakup

Total Annual CTC		550000
Particulars		Monthly
Total Monthly CTC (A)		45,833
Employee Benefits (Deductible) (B)		4,252
Health Insurance	1,350	
Provident Fund (Employer Part)	1,800	
Gratuity	1,102	
Gross Salary (C) = (A) - (B)		41,581
Basic Salary	22,917	
House Rent Allowance	11,458	
Leave Travel Allowance	2,500	
Telephone & Internet Allowance	1,500	
Other Allowance	3,206	
Statutory Deductions (D)		1,800
Provident Fund (Employee Part)	1,800	
Professional Tax	0	
Net Salary (E) = (C) - (D)		39,781

Kindly Note:

The company is responsible for deducting taxes, PF & any other liability that is binding by the law. The salary paid to you will be calculated by deducting any such payments from your gross salary.

Best Wishes,

In Time Tec Visionsoft (p) Ltd.
Pooja Maheswary
7008842513

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Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

MAERSK

Dear Mann Sethi, **Date: 14 June 2023**

We are pleased to confirm your Internship with Maersk Global Service Centers (India) Pvt. Limited (hereinafter referred as "Company") on the following terms and conditions with effect from **03 July 2023** for a period of 12 months. Accordingly, your internship will come to an end on **28 June 2024**.

1. **Scope**: You will perform internship in **Technology Tech Support Team** on **Working on identifying optimization opportunities, attend process improvement discussions & automation development activities,** and such other scope of work as intimated by the Company from time to time.

2. **Location:** Your location for Internship with the Company will be **Pune**.

3. **Intern Mentor:** An employee from **Ravish Virulkar's** team will act as your 'Mentor' during the tenure of your internship with the Company and will supervise all aspects of your internship. If for any reason, the assigned Mentor is unable to continue to serve as your Mentor, the Company shall appoint another person as the Mentor under whose aegis you shall continue your internship. Your assignment and schedule would be as per the discussions with your Mentor.

4. **Business hours:** Unless otherwise agreed upon, the working hours during your internship would be from 9:30 a.m. to 6:30 p.m. from Monday to Friday.

5. **Review meetings**: The Intern Mentor along with such other individuals as deemed appropriate by the Company may conduct periodic review meetings (as needed) with you to discuss on progress of various parameters agreed upon, assessment of milestones as well as any issues arising from your internship.

6. On completion of your internship, you will be required to submit the project report (if applicable) to your Mentor and the HR team, basis which the Company will issue the internship completion certificate.

7. You will perform your assignments in an independent capacity, and nothing in this offer/ Agreement shall be construed to give you the power or authority to act for, bind, or commit on behalf of the Company in any way. Nothing herein shall be construed to create the relationship of partners, employer and employee, or principal and agent.

8. **Stipend**: In consideration of your performance during the internship, the Company agrees to pay a fixed sum of **INR 50,000** per month as Stipend with effect from the Effective Date, subject to deduction of applicable taxes. The above sum represents the entire compensation for your internship with the Company for the tenure agreed upon.

Classification: Confidential

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

MAERSK

9. By virtue of your internship with the Company, you shall not be entitled for default extension of your internship for any further period, or for any permanent employment with the Company. You shall not be entitled for or participate in Company's benefit plans, schemes, or programs.

10. **Confidentiality:** Close cooperation between you and the Company may require disclosure of certain confidential information by the Company to you. You shall not under any circumstances, unless authorized in writing by the Company, (i) make or attempt to make any copy of the Confidential Information provided to you for any purpose other than for inclusion in the scope defined for your internship, (ii) transfer any copy to a person, company, or agency outside of the Company, or (iii) retain any such copy beyond the term of your internship or use the same for your benefit.

11. **Intellectual Property Ownership**: The Company shall remain for all purposes hereunder the sole and exclusive owner of all right, title, and interest in and to its intellectual property. The Intern acknowledges that it acquires no rights under this internship on the Company's intellectual property. The Intern hereby assigns to the Company, without additional compensation, all of such technology/ material and associated Intellectual Property Rights to the research and any work generated hereunder whether jointly with the Company or otherwise. All such inventions and discoveries, whether patentable or otherwise protectable, that have been requested, accepted, created for, or paid for by the Company shall, subject to any third-party materials contained therein, be considered the sole property of the Company. The Intern shall execute all documents and perform all acts deemed necessary by the Company to assign to the Company, title in the work. To the fullest extent permitted by applicable law, all such materials/ Research that are subject to copyright protection shall be deemed works made for hire. To the extent that title to any materials/ Research may not, by operation of law, vest with the Company or to the extent that such materials/ Research may not be considered works made for hire, the Intern hereby irrevocably assigns to the Company all right, title, and interest in and to any materials/ Research.

12. All information/material or other Company assets, which you have access to during the tenure of your internship, is the sole property of the Company. On completion of your internship, you will return documents, IT assets, equipment, and all other property in your possession with the Company.

13. **Termination**: a) Basis your performance evaluation in the review meetings (Article 5 above) or for any breach of terms hereunder, the Company reserves the right to terminate your internship with immediate effect.; b) Either the Company or You may terminate the internship by giving the other party 15 days' prior notice.

14. You must strictly abide by the 'IT security policy, Email and Internet policy', 'Data Privacy Policy', 'Code of conduct', 'Commit rules' and other applicable policy issued by the Company.

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B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

MAERSK

You are kindly requested to confirm your agreement to the above terms and conditions, by signing and returning the duplicate of this Letter.

We welcome you to our organization and trust that your association with us will be a happy and mutually rewarding one!

Yours faithfully,
For MAERSK GLOBAL SERVICE CENTRES (INDIA) PVT LTD



Gautam Shetty
India Hiring Lead

Agree _____ Date _____

Mann Sethi

Classification: Confidential

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

September 10th, 2023,

Mr. Manav Singh Panwar,

S/O Rajesh Singh,
B-37 Janak Vatika,
Mukundpura Road,
Basri, Jaipur,
Rajasthan - 302026

Subject: Letter of Appointment

Dear Manav Singh Panwar,

With reference to your application for a suitable position and your subsequent discussions with us, we are pleased to inform you that you have been appointed in the **Development** cadre in **Ecom Shopping Solution LLP** here in after referred to as "the company**"** or "Flipshope", on the terms and conditions stated hereafter.

1. Position:
Your designation will be o**f Jr. JavaScript Developer** at Ecom Shopping Solution LLP based out of Jaipur.

2. Compensation & Benefits:

(a) Salary & Allowances: Your CTC at the time of commencement of your services will be **INR. 420,000.00** (Rs. Four Lakh Twenty Thousand Rupees Only) after completion of your Training Period. In addition, you will be eligible for allowances/benefits as per company rules and regulations in force from time to time as summarized in Annexure 1.The remuneration paid to you has taken into consideration the status and responsibilities of the appointment and as such, you will not be entitled to any other payment by way of deferred wage, overtime, and other allowances normally paid to the non-exempt staff of the Company. All compensation, incentives, awards, benefits, etc. received by you shall be subject to a tax deduction in accordance with the applicable tax laws.

3. **Probation**: You will be on a Training period of **6 months** from the date of your joining. The compensation for the training period is **INR 10,000** per month. On satisfactory completion of your probation, your services will be deemed confirmed unless you receive a letter of probation extension in writing. Your probation may be extended at the discretion of the management. At any time during the extension period, based on your performance and feedback from your supervisor, subject to your performance meeting company expectations, your services will be confirmed in writing.

4. **Job Description:** For reference and record, a Job Description may be developed by the Company and provided to you. Such Job Description shall be subject to revision from time to time. Notwithstanding the Job Description, you shall also be expected to discharge all such duties and responsibilities as the position may demand from time to time.

5. **Increments & Promotions:** Your increments and promotions in the company will be given based on your performance and merit, and at the sole discretion of the management. In the case of a service bond agreement, the increment each year will be as follows:

First Year of Employment: Salary of INR 4.2 LPA per annum including a variable bonus of INR 60,000.

Second Year of Employment: Salary of INR 5.1 LPA per annum including a variable bonus of INR 60,000.

Third Year of Employment: Salary of INR 8.4 LPA per annum including a variable bonus of INR 1,20,000.

Dr. Mahesh Bundele
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Poornima College of Engineering
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Sitapura, JAIPUR

6. **Transfer/Relocation/Assignment/Secondment:** You will be liable to be transferred or seconded/assigned from time to time, as the Company may deem fit, anywhere in India, to any of the Company's department(s) or location(s) or branch(es), or to the department(s) or location(s) or branch(es) or rolls of any of its subsidiaries or associates of Flipshope, presently existing or which may be set up in the future. You may also be posted/relocated to any location due to business exigencies. Upon such transfer or Second mentor posting, unless otherwise specified in writing at the time of such transfer or Second mentor posting (as applicable), you will automatically be governed by the terms and conditions of service applicable at such department or location, or branch, or subsidiary or associate of the Company as the case may be.

7. **Travel Expenses:** You may be required to travel on company business as and when required. In such cases, you will be entitled to such travel expenses/allowances as per company policies that are in force from time to time.

8. **Confidentiality:** During your employment, and even thereafter, you will maintain the confidentiality of all information pertain in ginteralia to the operations, policies, financials or customers of the Company or any of its associates that you will have access to or that comes to your knowledge and shall not disclose the same to anyone, other than in reference to the business of the Company and in the course of your duties, without the express written permission of the Company. Prior to termination of your employment, by any reason whatsoever, you will return to your supervisor all papers, documents, property, etc. pertaining to the accounts, financials, policies, plans, business, affairs, branches, customers or any other aspect of the Company, which may be in your possession and will not retain any copies thereof or extracts there from. During employment, as also after leaving the Company, you undertake not to solicit, in any way directly or indirectly, any customers or employees of the Company or induce them to discontinue or adversely change their relationship/employment with the Company. You undertake to indemnify the Company and its affiliates from any loss or damage arising from any breach of this provision relating to confidentiality.
During your employment with the company, and at least for a period of three years thereafter, you will not transmit, disclose or otherwise use confidential information related to the activities of the company, to an unauthorized person, except as may be required in the course of your duties in connection with the company's business. You will also abide by all confidentiality, safety and security regulations of the Company as may be applicable from time to time.

9. **No other employment or vocation:** During your employment with the Company and till the Company issues a discharge certificate to you, you shall not take up or continue any other employment or vocation. Violation of this requirement will entail serious consequences including dismissal from service.

10. **Position of Confidence & Trust:** The position in which you are appointed is one of utmost confidence and trust and requires a high degree of integrity. Your appointments, therefore, are subject to verification and continuity of such confidence. In addition, It is expected that before accepting this offer. You disclose to the Company in full any material information relating to your past which, if known to the Company, would be likely to impact the Company's decision to employ you.

11. **(a)** Notwithstanding anything contained herein, you will be bound by Flipshope Code of Conduct and all other rules, regulations, guidelines, instructions, policies, codes, and orders framed, issued, enforced or made applicable by the Company from time to time, whether in physical or other form or via Flipshope Intranet/internet from time to time in relation to your conduct, discipline, service conditions such as leave, the compensation and benefits structure, medical and terminal benefits, retirement and any other matter relating to your employment or the discharge of your duties, and such rules, regulations, guidelines, and orders shall be deemed to be an integral part of this contract of employment. Please read them carefully and ensure that you adhere strictly to the provisions, as amended from time to time. Any violations by you of the Codes, Guidelines, Policies, Rules or regulations of or applicable to the Company will be viewed very seriously and shall entail strict disciplinary action, which may also include termination from service. If you have any queries, you are encouraged to address them for clarification to your Regional Manager, the Country Compliance Officer or the General Counsel's Office.

(b) All intellectual property created by you, namely, inventions, whether patentable or not, improvements, modifications of existing inventions, documentations, training manuals & materials, computer codes, software whether copyrightable or not, trade secrets, and other proprietary information either alone or in conjunction with others during the course of your employment or/and by using any company's resource/time, fully or partially, shall be assigned to the Company who will be the sole proprietor thereof without any additional compensation or consideration apart from the remuneration payable to you as per this appointment letter. Any intellectual property, whether partially or fully developed, shall be immediately disclosed by you to the Company and all necessary documentation for assigning the same to the Company or as directed by the Company shall be executed by you as required by the Company to perfect the assignment of title therein. The assignment shall be of all your rights and ownership in the intellectual property on a world-wide basis and in perpetuity either to the Company or to any

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of its subsidiaries or to any parent Company(ies) or Affiliates of the Company as may be directed by the Company. In case of copyrights, the assignment will also be of worldwide rights for the full term (including any possible renewals) of the copyright as provided in the Indian Copyright Act1957 or legislations of other jurisdictions. Further, the rights assigned by you shall not lapse at any time not withstanding any failure or delay by the Company to exercise the said rights. You will not oppose or challenge in any manner whatsoever the applications filed by the Company to register the said intellectual property in its own name or as may be desired by the Company in favor of another person/entity/entities in India or outside India and you will provide all support and execute all documents for the said purpose as directed by the Company.

(c) You agree to be bound by the Employee Innovation and Proprietary Information Agreement as per Annexure 2 attached here to. Please sign a copy of the same and return the duly signed copy in token of your acceptance along with a signed copy of the appointment letter along with Annexure.

12. **Unauthorized Absence:** Your unauthorized absence (or overstay after sanctioned leave) for a continuous period of 15 working days shall be deemed to amount to voluntary abandonment of service and in such an eventuality your employment shall, at the option of the Company, be deemed to have come to an end.

13. **Other Terms &Conditions**:

1. Your appointment is being made in the Web Development cadre and requires from you managerial and supervisory responsibility. You should be aware of these responsibilities and will, naturally, conduct yourself accordingly.

2. The company, through its authorized officers, will allocate duties to you from time to time. Such duties may include responsibility in general for the area of your operations as well as specific assignments that may be given to you from time to time.

3. Your appointment is subject to the following:
- The satisfactory verification of your character, antecedents, and testimonials.
- Submission of all joining documents, certificates & testimonials as required by the Company within 15 days of joining, failing which the Company at its discretion, can terminate your services.
- The authenticity and accuracy of the details provided by you in the company application form

4. If the information or details provided by you in the Company's application form for employment are found to be incorrect or false, then the Company at its discretion can terminate your services.

5. In the event of any dispute regarding the terms and conditions of your appointment, you will be subject to the exclusive jurisdiction of the appropriate courts of law at the headquarters of the company viz. Bangalore.

6. You will be required to intimate in writing to the management any change in your residential address within 7 days from the date of any such change.

14. **Termination:**

During the period of your probation, this contract may be terminated by either party by:

(a) Giving 30 days' notice in writing in the first six months of service with the Company and thereafter two months' notice in writing.
(b) In the case of a service bond agreement, the termination clause will be applicable as per the signed agreement.

(b) In the case of confirmed employees, either party may terminate this contract by giving 60 days' notice in writing. Provided that the Company reserves the right not to relieve you of your services in the event that all Company documents/property in your custody has not been properly handed over to an authorized representative of the Company and/ or in the event that any disciplinary proceedings are either contemplated or are pending against you.

15. **Date & Place of Joining:** You are required to join your duties at **Jaipur** latest by **Monday**, **September 11th, 2023,** failing which this offer will become null and void, unless the date of joining given above is extended, in writing, by an authorized officer of the company.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
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Sitapura, JAIPUR

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For specific instructions on your joining formalities, please refer to the Annexure 3 of the letter. You are required to complete the listed formalities and report on the date of your joining as mentioned.

Please sign the duplicate of this letter in token of your acceptance of the above terms and conditions and send it to us within 2 days of receipt of this letter by you, failing which the offer will stand withdrawn without any further reference to you.

We welcome you to Flipshope and wish you a successful career with us.

Yours sincerely,

Neetika Singh
HR Manager

Ashutosh Goyal
CEO – Flipshope

Copy to
1. Personnel File
2. Human Resources

ACCEPTANCE:

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

Signature:

Name:

Date:

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Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Annexure 1

COMPENSATION DETAILS

Employee Name	Mr. Manav Singh Panwar	**Entity**	Ecom Shopping Solution LLP
Location	Jaipur	**Project**	FLIPSHOPE

The following is an itemized summary of allowances/benefits for which you will be eligible subject to applicable company rules/scheme and terms/conditions from time to time.

S No.	Particular	Monthly (INR)	Yearly (INR)
1	**Basic Salary**	12,000.00	1,44,000.00
2	**HRA**	6,000.00	72,000.00
3	**LTA**	6,000.00	72,000.00
4	**Special Allowance**	3,983.00	47,796.00
	Gross Pay	**27,983.00**	**3,35,796.00**
5	**PF Employer Contribution**	1440.00	17,280.00
6	**Gratuity**	577.00	6,924.00
7	**Variable Bonus Up to**	–	60,000.00
	Total Fixed Compensation	**30,000.00**	**4,20,000.00**
	Gross Pay	27,983.00	3,35,796.00
8	**PF Employee Cont.**	1440.00	27,280.00
9	**In-Hand Salary**	**26,543.00**	**3,18,516.00**

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Annexure 2

Employee Innovation and Proprietary Information

Agreement Name of Employee: Mr. Manav Singh Panwar

As an employee of Ecom Shopping Solution LLP and in consideration of the salary paid to you, please sign below to indicate that you agree to:

1. Disclose and assign to the Company or to any of its subsidiaries or to any parent Company(ies) or Affiliates of the Company as may be directed, all copyrights, inventions, and innovations developed or conceived by you during the course of your employment with the Company and within the scope of your employment or/and by using any Company resource/ time;
2. To execute all necessary deeds and documents to obtain patents, copyrights and other legal protection for such inventions or innovations throughout the world.
3. To make and maintain records of all inventions and innovations.
4. To deliver all written or other materials which are of confidential nature at the Company's request, or at termination of your employment.
5. Not to disclose either during or after your employment any confidential information of the Company and not to disclose or utilize any confidential information of others or third parties.
6. That there are no other agreements or obligations to any other party which conflicts with this agreement.

For Ecom Shopping Solution LLP

Neetika Singh
HR Manager

Ashutosh Goyal
CEO - Flipshope

Accepted and Agreed

Employee Signature:

Employee Name:

Date:

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Annexure 3

Dear Manav,
Subject: Joining Formalities

Documents required on your date of joining:

- A copy of resume
- 10th and 12th Pass Certificate & Mark sheet
- Graduation Certificate (Degree Certificate and all Mark Sheets)
- Completed Highest Qualification Degree (Degree Certificate, Provisional degree, and all Marks Sheets)
- Relieving/Service letter from previous employment
- 2 Passport Size Photographs
- Last Pay Slip drawn/ Form16
- Proof of Residence of Permanent Address (Government issued document such as Passport/Driving License/ Election card / Ration card)
- Pan Card – (1 Photocopies Required)
- Your name in Government Photo id, previous employment certificates, and highest education certificate should be matching. Else kindly carry name affidavit changes or a marriage certificate copy
- Carry a printout of the Appointment letter which has been sent to you in PDF format

Note: It is mandatory to Bring a Hard Copy of the Offer Letter on the Day of your Joining as Considering a Valid Signature of the Team Supervisor is Essential once authorized would be eligible for the Further Process Ahead, Failing to do so may lead to Implication on employment with Flipshope.

Your First Day at Flipshope

Name of the Supervisor/Business Unit – Mr. Shubham Jain

Yours Sincerely,

Neetika Singh
HR Manager

Ashutosh Goyal
CEO - Flipshope

Dr. Mahesh Bundele
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hr@celebaltech.com
enterprisesales@celebaltech.com
www.celebaltech.com
0141-4700659
India: A-2 7th floor, UDB Corporate Tower,
J.L.N. Marg, Jaipur

STRICTLY CONFIDENTIAL

Date: 12-August-2023
Name: Manashvee
Location: Jaipur, Rajasthan
Country: India
Joining Code: CH24/MA/PCEJ/0823/125
PPO Code: CH24/MA/PCEJ/0824/125

Subject: Offer Letter ("PPO")

Dear Manashvee,

By way of this LOI Celebal Technologies Private Limited ("Company") is pleased to share with you the proposed offer terms.

Proposed Confirmation Date as FTE:	1st August, 2024
Designation:	Associate
Place of Posting:	Jaipur, Rajasthan
Total Compensation:	INR 6,50,000/- (Rupees Six Lakh Fifty Thousand Only/-)

Please refer "Annexure A" for details of the remuneration and other allowances.
The formal employment letter will be issued on the Date of Joining as per Company's standard process.
The Date of Joining and Training Date may vary as per the Date of Exams.
Your appointment to employment will be based on your performance during the internship and training period, *inter alia*.

The following are the key indicators to measure the performance:

- Attendance
- Behavior
- Attitude
- Job Knowledge
- Active Contributor in the Project
- Work Performance
- Learning and development
- Communication
- POC and R&D
- Certifications
- Team work

We look forward to have you as a part of Celebal Tech family.

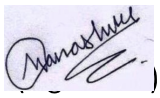
Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
181-B, RIICO Institutional Area
Sitapura, JAIPUR

Best Regards,



Sharthak Acharjee
Sr. Manager
Human Resources

Acceptance:
The above terms and conditions have been read and understood and the same are hereby accepted as the terms of my employment in the company. I understand that my employment is contingent upon my performance and completion of my graduation and subsequent communication of the same to the Company.



Name: Manashvee

Date: Aug 13 2023 22:05 IST

Annexure A

Date of Offer: 1st August 2024

Term Sheet:

Set forth below is the outline of the management compensation, terms and conditions by which the undersigned agree to abide.

The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed in any manner or form, directly or indirectly inside or outside the company without the company's consent.

Date: 12-August-2023
Name: Manashvee
Company: Celebal Technologies Private Limited
Position: Associate

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Salary Structure:

	Particulars	Annual CTC	Monthly CTC
A	**CASH COMPONENTS**		
	Basic + DA	**2,73,804**	**22,817**
	HRA	**1,09,524**	**9,127**
	Fixed/Total Allowances	**87,924**	**7,327**
	Bonus	**54,756**	**4,563**
	Total Cash Components	**5,26,008**	**43,834**
	Less: Deductions		
	Employee's Contribution to EPF Fund	**21,600**	**1,800**
	Total Deductions	**21,600**	**1,800**
	Net Pay	**5,04,408**	**42,034**
B	**NON-CASH COMPONENTS**		
	Company's contribution to EPF Fund	**21,600**	**1,800**
	Health & Accidental Benefit	**2,392**	**199**
	Performance Bonus (Variable, based on target achievement, to be paid Quarterly)	**50,000**	**4,167**
	Total Non-Cash Components	**73,992**	**6,166**
	Cost to Company	**6,00,000**	**50,000**

***Performance Bonus will be shared based on the individual, team and organizational performance, subject to the sole discretion of management of the Company.**

***You're eligible for one-time retention bonus of Rs.50,000 in addition to the Total CTC, post completion of 12 months as a Full-time Employee, subject to the terms and conditions including but not limited to your performance, feedback, code of conduct, attendance and parameters as per Company Policy.**

***The retention bonus must be returned to the company along with the service agreement breaching amount if you leave within 6 months of the transaction.**

Notes:

Basic	Paid on Monthly basis and is subject to tax, as per applicable law.
HRA	Provided to meet the cost of accommodation and is calculated at 40% of basic. It is paid on monthly basis and is subject to tax.
Other & Fixed Allowance	It is paid on monthly basis. This element has no linkage to any component of compensation and is subject to tax.
Medical	It is a benefit provided by the company. The coverage includes health and accidental insurance. The coverage for accidental insurance is 10L and for health insurance is 4L.
PF	As per the employee P.F. Act 1952, an employer is required to contribute minimum 12% of basic salary to EPF and the equal amount will be deducted as employee contribution from employee's monthly payroll.
Performance Bonus	The objective of bonus is to incentivize employees to achieve specific pre-determined goals. The performance evaluation will be done on quarterly basis. The first quarter bonus will be pro-rated basis from Date of Joining. This is subject to management discretion and can be revised from time to time. Payout of bonus is completely subjected to tax.
Retention Bonus	Retention Bonus is not considered part of CTC at the time of appraisal.

Sincerely,
For Celebal Technologies:

Sharthak Acharjee
Sr. Manager
Human Resources

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

DATANSH
A DIGITAL RELATION

https://datansh.com
contact@datansh.com
+91 79763 67679

K-7, Tonk Road,
Income Tax
Colony,Durgapura,
Jaipur 302018

Offer Letter

To: Maitri Jain
Sub: Offer Letter
Offer Date: 05 September 2023
Joining Date: 03 October 2023
Reference: DATANSH/DS-JPR-00036

This is with reference to your interview, we are pleased to confirm an employment offer for the post of **Software Engineer Trainee** with Datansh Solutions Private Limited, at Jaipur, under the following terms and conditions.

Terms and Conditions:

1. Your yearly compensation will be **Rs. 4,00,000** after successful completion of training period. The training period will be of six months, where in the first three months of period, your compensation will be Rs. 15,000 and Rs. 18,000 for the remaining three months of training period.
2. You will not take up any other appointment or assignment during your tenure with us and will maintain strict confidentiality of all the employment and employer's information.
3. You will be entitled to all-inclusive **Eighteen (18) days** of **paid leave** per year as mentioned in the staff policy manual after the completion of the training period.
4. This appointment is also contingent upon your adherence to the Company's policies and procedures applicable to all employees generally, and/or applicable to your position or function within the Company.
5. You agree that unless specifically stated in writing and signed by both you and an authorized officer of the Company, subject to controlling law, any employment granted to me is at will and for an indefinite term and that such employment may be terminated after the completion of two years from the date of employment at any time by giving a 90 days' notice either by you.
6. The employment service agreement will be for two years starting from the day of the employment.
7. Company has the right to terminate your contract at any moment for any disciplinary action or on account of poor performance.
8. You agree that the Company may on its own or through an external agency perform a background check on you and you have no objection to the same. The background check may involve obtaining feedback from the References provided by you.
9. You agree that, at the time you leave the employ of Company, you will deliver to Company (and will not keep in possession, recreate or deliver to anyone else) all source code, object code, hardware devices, equipment, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, books, and any other documents or property, or reproductions of any aforementioned items developed by you pursuant to employment with Company or otherwise belonging to Company, its successors or assigns.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
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Jaipur 302018

9. General Provisions:

a. Entire Agreement: The Employment Contract consists of the documents listed below and the terms included therein:

- Offer of Employment.
- Term of Employment.
- Employee Confidentiality, Invention Assignment, and Non-Compete Agreement. The Employment Contract sets forth the entire agreement and understanding between the Company and me relating to the subject matter herein and merges all prior discussions between us. No modification of or amendment to the Employment Contract, nor any waiver of any rights, will be effective unless in writing signed by the party to be charged. Any subsequent change or changes in my duties, salary or compensation will not affect the validity or scope of the Employment Contract. b) Governing Law; Consent to Personal Jurisdiction: The laws of the State of Rajasthan will govern the Employment Contract, and I hereby expressly consent to the personal jurisdiction of the High Court located therein for any lawsuit arising from or relating to my employment. c) Severability: If one or more of the clauses in this Terms of Employment are deemed unenforceable, then the remaining clauses will continue in full force and effect. d) Successors and Assigns: This Employment Contract will be binding upon my heirs, executors, administrators, and other legal representatives and will be for the benefit of the Company, its successors, and its assigns.

b. Representative Warranties:

- By signing this letter, you are representing to the Company that your acceptance of this offer and agreeing to employment with the Company under these terms will not conflict with, violate or constitute a breach of any employment or other agreement to which you are a party and that you are not required to obtain the consent of any person, firm, corporation or other equity in order to accept this offer of employment.
- You are required to engage yourself exclusively in the work assigned by Datansh Solutions Private Limited and shall not take up any independent or individual assignment (whether the same is part-time or full-time, in an advisory capacity or otherwise) directly or indirectly.
- You represent that you have provided the Company with full and accurate documentation of your last drawn compensation.
- To the fullest extent permitted by law, you agree to keep the terms of this letter confidential and agree not to share them with anyone; if done so, it is at your own risk.

Dr. Mahesh Bundele
B.E. M.E. Ph.D.
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Further, the Company is fully authorized to take appropriate action in event of your indulging in:

- An act of fraud or dishonesty in the course of your employment with the Company
- Conviction of (or plea of no contest with respect to) a crime constituting a felony
- An act or an omission that causes you or the Company to be in violation of Central or State securities laws, rules, or regulations, and/or the rules of any exchange or association of which the Company is a member, including statutory disqualifications.
- Your material breach of any written policy applicable to your employment with the Company
- Your material violation of the Company's written Confidential Agreement, a copy of which is being provided with this letter. Any intentional violation of these or any other Company procedures can result in disciplinary action being taken against you, which may result in termination of your employment with or without notice or compensation.

Datansh Solutions Private Limited:

Sunil Kumar
Co-Founder

Employee (You):

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Offer Letter

Dear Lokesh Kumar,
Congratulations! We are glad to inform you that you have been selected for Aaklan IT Solutions Pvt. Ltd. We are delighted to make you the following job offer:

JOB TITLE: Coding/ Robotics Instructor
Reporting Location: Jhunjhunu, Rajasthan
Reporting Date: 21 March 2024
Reporting Time: 11 A.M- 2 P.M.

ROLE AND RESPONSIBILITIES

1. Looking for Instructors, who can be a part of our talented team that aims at educating and teaching coding to kids, (1st-9th).
2. You will be taking school sessions as per the timetable shared by the school.
3. Create or update the coding curriculum.
4. Create videos as per requirement.
5. Good understanding and knowledge of coding.
6. Contribute to student learning, growth, and advancement.
7. Good communication skills.
8. Accountable for learner outcomes and advocate for students.
9. Facilitate problem-solving and critical thinking skills, showing a high degree of creative application in the implementation of the curriculum.

Salary: 12000-15000+ HRA

Job Location: Sikar , Jhunjhunu

Technical Training will be provided by the company

AAKLAN-KIDS CODING LAB JAIPUR

RISHIKA TIBREWAL
HR EXECUTIVE
AAKLAN
hr@aaklan.com
82336 37790

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

NUMETRY TECHNOLOGIES
Regus, Sky One Unit No : 101, 1st Floor, Kalyani Nagar,
Pune Maharashtra 411006

Date: 20-12-2023

Lavish Jain
Jaipur, Rajasthan

Dear Lavish,

Congratulations on your offer from Numetry Technologies, Pune!!

We refer to your recent interview for the above position and are pleased to offer you the position of **intern** in the **software developer** department of our company, effective January 2024, under the following terms and conditions:

1. **Stipend**: Your Stipend will be Unpaid.
2. **Working hours and Day**: 9.30 Am to 6.30 Pm & Monday to Friday
3. **Term**: The internship period is for **6 months**, starting from Jan to June 2024.
4. **Process document**: A process document manual will be provided to you on joining, which will help you understand the working of your department better.
5. **Leave**: Interns will be given no casual or sick leaves, only national holidays and public holiday leaves will be given. No leave will be granted immediately before/after Public Holidays.
6. **Confidentiality**: You shall not at any time during or after your employment term with the Company reveal any of the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.
7. **Resignation/termination**

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if:-
a) She/he is guilty of misconduct;
b) She/he is negligent in the discharge of her/his duties; or
c) Being absent or being unable to perform her/his duties and alleging ill-health as the cause thereof.

If you are agreeable to the above terms and conditions of the appointment, kindly confirm your acceptance by signing and returning the duplicate copy of this letter for our file and records.

Yours sincerely,

Parul Jain
Human Resource Manager

NUMETRY TECHNOLOGIES Pune 411006

I agree to the appointment and accept the above terms and conditions of service.

Signature: _____
Name: _____
Date: _____

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

CRM LANDING
TECHNOLOGY YOU CAN TRUST

GSTIN: 08AAJCC5614J1ZI
www.crmlanding.in

07/09/2024

To Whom It May Concern

Dear Mr. Lakshya Raj Singh Panwar,

This Is to confirm that Mr. Lakshya Raj Singh Panwar has successfully 8 completed months (From 2nd January 2024 to 6th September 2024) of training at **CRM Landing Software Private Limited** as an **Associate Salesforce Developer**. During this period, he has demonstrated outstanding dedication, enthusiasm, and the ability to learn and adapt quickly.

It is with pleasure that we attest to Lakshya Raj Singh Panwar commitment to professional growth and development during their tenure with us. He has been a valuable member of our team, and we believe he has gained valuable experience that will serve his well in his future endeavors.

CRM LANDING
TECHNOLOGY YOU CAN TRUST

We wish you tremendous success in the coming years and look forward to your long- term association and contributions to CRM Landing Software Pvt. Ltd.

Yours Sincerely,

For CRM Landing Software Private Limited,

Oshin Barotia
HR Manager

2nd Floor, Shyama Royal, Near Mamta Sweets, Shastri Nagar, Ajmer - Rajastha
hr@crmlanding.in | info@crmlanding.in +91 86199 48778 | +91 97859 349

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

GSTIN : 08AAJCC5614J1ZI

CRM LANDING
TECHNOLOGY YOU CAN TRUST
Software Consultant

OFFER LETTER

Name: Mr. Lakshya Raj Singh Panwar **23/11/2023**

Dear Mr. Lakshya Raj Singh Panwar,

We take this opportunity to congratulate you that you have been selected for the post **of Associate Salesforce Developer** for **CRM Landing Software Pvt Ltd.** Your contribution is important to ensure our sustained success and growth. We hope that your career here will be a gratifying one. You would get maximum support from the whole of our team and we look forward to have the best relations with you.

Your stipend amount in **Training period** will be **Rs.10,000 (**Rupees Ten Thousand**)** as discussed and mutually agreed. You will be entitled to work as a trainee with us for a period of **6 Months** which will be effective from the date of commencement of this program. Any amendments to the Company policies as communicated from time to time will supersede the existing terms and conditions of employment and your continued employment and/or revised compensation shall be deemed consideration for accepting the new terms and conditions.

We look forward to your continued support and wish you a rewarding career ahead with CRM Landing!

Yours Sincerely,

For **CRM Landing Software Private Limited,**

2nd Floor, CRM Landing, Old Aryan Campus, Near Ram Bhawan, Shastri Nagar, Ajmer (R...
crmlanding.in hr@crmlanding.in 8619948778, 9785934943

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
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07/09/2024

To Whom It May Concern

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It is with pleasure that we attest to Lakshya Raj Singh Panwar commitment to professional growth and development during their tenure with us. He has been a valuable member of our team, and we believe he has gained valuable experience that will serve his well in his future endeavors.

We wish you tremendous success in the coming years and look forward to your long- term association and contributions to CRM Landing Software Pvt. Ltd.

Yours Sincerely,

For CRM Landing Software Private Limited,

Oshin Barotia
HR Manager

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR



ICICI Bank E-payment for M/s Lakshya Raj Singh Panwar

C

customercare@icicibank.com
Lakshya Raj Singh Panwar

Jul 31

Dear Sir / Madam,

We have credited your account XXXXXXXXXX7124 with Rs10000.0(Rupees Ten Thousand and Zero paise only) through Payment Ref No. 3711850330 on behalf of CRM LANDING SOFTWARE PRIVATE LIMITED.

Regards,
ICICI Bank Limited

Reply

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Offer: Computer Consultancy
Ref: TCSL/DT20245379175/Ahmedabad
Date: 13/07/2024

Mr. Kundan Singh
124 Kailash Nagar Marg 15Jhotwara,
Kv No.2 Jaipur,
Jaipur-302012,
Rajasthan.
Tel# -

Dear Kundan Singh,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be INR **7,00,022/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 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/ TCS Initial Learning Program (ILP); (detailed under Terms & 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 382 0[illegible]
Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 02[illegible]
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.[illegible]

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

COMPENSATION AND BENEFITS

BASIC SALARY
You will be eligible for a basic salary of INR **15,000/-** per month.

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

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

1. **House Rent Allowance (HRA)**
   Your HRA will be INR **7,500/-** 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. **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 INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. **Communication Allowance**
   You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 38[illegible]
Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 02[illegible]
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

5. **Personal Allowance**
   You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of ₹**4,300/-**. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus
Your Performance Bonus will be ₹**3,100/-** per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

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

CITY ALLOWANCE

You will be eligible for a City Allowance of INR **400/-** per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

OTHER BENEFITS

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

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to INR **6,000/-** per insured person per annum and basic hospitalization expenses up to INR **2,00,000/-** per insured person per annum.

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.[illegible]

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
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Sitapura, JAIPUR

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 INR **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 INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

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

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

RETIRALS

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 towards Provident Fund as per the provisions of the said Act.

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Dr. Mahesh Bundele
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You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity
You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

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 recommended 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.

3. **Probation Period**
   You will be on probation for three months. If your services are found to be satisfactory

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 38[illegible]
Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 02[illegible]
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com
Dr. Mahesh Bundele
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Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

during the period of probation, your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment without any notice or payment in lieu thereof in case your performance, behaviour and/or conduct during the probation period is found unsatisfactory or the Background Check turns out negative.

4. Working Hours

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

5. Mobility

TCSL reserves the right to transfer / utilize your services to any of its offices, work sites, or associated or Affiliated companies in India or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer.The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

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 probation 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 offer 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 your appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

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10. 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 in this offer letter.

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. 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.

11. Terms and Conditions

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

12. 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.

13. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii.Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

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14. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining.

15. 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.

16. 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.

17. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in https://nextstep.tcs.com Your background check initiation is complete only when you initiate your BGC online at https://nextstep.tcs.com and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number 18. Submission of documents.

18. 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

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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 documents

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

19. TCS Initial Learning Program (ILP)

On joining TCSL, you will be given the benefit of formal training (TCS ILP Program) at our

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offices, as identified, for such period as TCSL may decide.

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

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

20. 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.

21. 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.

22. 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.

23. Data Privacy Clause:

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

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

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specific organizational initiatives in force during your tenure in TCS.

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

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

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

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

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Withdrawal of Offer

If you fail to accept the offer from TCSL within 3 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface

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

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GROSS SALARY SHEET **Annexure 1**

Name	**Kundan Singh**
Designation	**Systems Engineer**
Institute Name	**Poornima College Of Engineering, Jaipur**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,300	51,600
Performance Bonus*	3,100	37,200
3) City Allowance	400	4,800
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
TOTAL GROSS	51,844	7,00,022

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.

*** For HIS - Note that Rs.7,900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Communication Allowance	0	0
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264

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Annexure 2

AHMEDABAD TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat. India	**BHUBANESWAR** TCS XP HR Lead Tata Consultancy Services, Kalinga Park | Talent Development Block | Barabati Building. IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.
BANGALORE TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066	**CHENNAI** XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India
DELHI XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303.India	**HYDERABAD** XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India
INDORE TCS XP HR Lead Tata Consultancy Services IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore -452018, Madhya Pradesh.	**KOLKATA** TCS XP HR Lead Tata Consultancy Services, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP & GP, Kolkata, West Bengal 700091.
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India
MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.	**NAGPUR** TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India
PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune -411057, Maharashtra	**TRIVANDRUM** TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark campus, Kariyavottam P.O. Trivandrum-695581, India

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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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

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2. Associate's Obligations

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

3. Intellectual Property Rights

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

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4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

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

8. No License

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

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9. Equitable Rights

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

10. General

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 38[illegible]
Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 02[illegible]
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.[illegible]
Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 38[illegible]
Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 02[illegible]
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs[illegible]

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Sitapura, JAIPUR

Offer Letter

Dear Kritika Soni,
Congratulations! We are glad to inform you that you have been selected for Aaklan IT Solutions Pvt. Ltd. We are delighted to make you the following job offer:

JOB TITLE: Coding/ Robotics Instructor
Reporting Location: Jhunjhunu, Rajasthan
Reporting Date: 21 March 2024
Reporting Time: 11 A.M- 2 P.M.

ROLE AND RESPONSIBILITIES

1. Looking for Instructors, who can be a part of our talented team that aims at educating and teaching coding to kids, (1st-9th).
2. You will be taking school sessions as per the timetable shared by the school.
3. Create or update the coding curriculum.
4. Create videos as per requirement.
5. Good understanding and knowledge of coding.
6. Contribute to student learning, growth, and advancement.
7. Good communication skills.
8. Accountable for learner outcomes and advocate for students.
9. Facilitate problem-solving and critical thinking skills, showing a high degree of creative application in the implementation of the curriculum.

Salary: 12000-15000+ HRA

Job Location: Sikar , Jhunjhunu

Technical Training will be provided by the company

AAKLAN-KIDS CODING LAB JAIPUR

RISHIKA TIBREWAL
HR EXECUTIVE
AAKLAN
hr@aaklan.com
82336 37790

Dr. Mahesh Bundele
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04/12/2023

Ref. No. 63MT/HR/OFR/1493/2023

Mr. Krishna Jain
30/124 kumhar pada, chhipitola,
Agra, Uttar Pradesh
India - 282001

Mr. Krishna Jain,

Sub.: Offer Letter

We refer to the selection process recently undergone by you, we have pleasure of offering you traineeship in our company, in **ODIN** department at **Mumbai**, as **Trainee** in grade **G1**.

Your placement in Grade **G1** is based on your qualification, past experience, and our internal benchmarking system. You will be entitled for various company facilities & perks applicable in the grade as per the company policy.

For our records total **0.00 yrs.** has been considered as relevant out of a total **0.00 yrs**. experience based on details submitted by you. This relevant experience will be considered by us, for all future progression in the organization.

As agreed by you, you will be paid a stipend amount subject to deduction of applicable taxes. Furthermore, you will also be entitled for Insurance benefits as per your grade, if applicable. Your Total Indicative Remuneration is as per **annexure 'A'**.

The terms and conditions of traineeship will be as per **Annexure 'B'**.

You are requested to join the company not later than 12/02/2024.

This offer of traineeship is subject to your submission of below documents at the time of joining.

a. All mark sheets and passing certificates (X, XII, Graduation, Post-Graduation, Master's Degree etc.) are required to be submitted in originals, along with a photocopy. The originals will be returned after verification.
b. Copy of Aadhar card, PAN card is mandatory (Originals are required for verification).
c. Current Address proof (if different from Aadhar card).
d. Relieving letter/Resignation acceptance from previous organization.
e. Four formal passport size colour photographs with **WHITE** background (with tie compulsory for male)
f. Details of Saving Bank account with Branch, IFSC code.

All the documents mentioned above are required to be submitted in the original, along with a photocopy. The originals will be returned to you immediately after verification.
You may have to undergo a medical check-up with the medical practitioner nominated by us.

You shall also be required to sign an undertaking with the company for non-compete, non-disclosure etc. as per our policy and practice.

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Director
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This offer is made in good faith, based on the information provided by you regarding your own profile, including age, qualifications and past experience. Should any of the information provided by you proved to be incorrect at any stage, whether prior to or after your joining the organization, the offer will stand automatically cancelled without any benefits of the terms of employment or any compensation accruing to you. We also reserve the right to withdraw the offer if anything adverse about you comes to light either through independent verification or through reference checks, including that from your previous employer(s).

All disputes of whatsoever nature shall be subject to the jurisdiction of the Courts at Mumbai.

This offer of traineeship records all prior commitments given by us verbally or in writing, and is the sum total of our understanding with each other. We also take this opportunity to welcome you in our organization and look forward to a mutually rewarding association with you.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the appointment on the terms and conditions mentioned above.

For, 63 Moons

Mr. Vasu Patta
Vice President - Human Resources

I accept

_____
(Signature of Candidate)

63 moons technologies limited

Corporate Office: FT Tower, CTS No. 256 & 257, Suren Road, Chakala, Andheri (East), Mumbai 400 093, India. T. +91 22 66868010 I F: +91 22 66868050 I E: info@63moons.com I W: www.63moons.com

Registered Office: Shakti Tower - 1, r floor, Premises E, 766, Anna Salai, Thousand Lights, Chennai 600 002. T: +91 44 4395 [illegible] I E: +91 44 4395 0899 I CIN No.: L29142TN1988PLC015586

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Annexure 'A'

Name: Krishna Jain
Designation: Trainee
Grade: G1 w.e.f. : 12/02/2024

Components of the Salary Package	Amount (p.a.)
Annual Stipend	538821
Sub Total (A)	**538821**
Other Benefits Costed @	
Insurance Premium	11179
Sub Total (B)	**11179**
Annual Stipend + Other Benefits	**₹ 550,000.00**

Note:

1. Insurance Coverage Details:-	Sum Assured
Term Life Policy	500000
Accident Policy	750000
Mediclaim Policy (For self, spouse & two children)	200000
Critical Illness Policy	200000

2. Any revision of allowance and/or perquisites, will not apply unless specifically notified in writing.

3. Compensation will be subject to TDS as per applicable Tax Laws.

4. You will be governed by the company's service conditions/policies/processes as may be in force from time to time.

Mr. Vasu Patta
Vice President - Human Resources

_____
(Signature of Candidate)

63 moons technologies limited

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Registered Office: Shakti Tower - 1, r floor, Premises E, 766, Anna Salai, Thousand Lights, Chennai 600 002. T: +91 44 4395 [illegible] I E: +91 44 4395 0899 I CIN No.: L29142TN1988PLC015586

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Annexure 'B'

1. **Place of training**
   Your initial place of training will be at our **63MT** Office. However, during the course of training, you are liable to be placed for service at our discretion at any of the Company's establishments / departments / divisions anywhere in India as also the associate Companies and subsidiary Companies at the sole discretion of the management.

2. **Trainee**
   You will be placed as trainee for a period of One year from your date of joining after which you will be considered for regular appointment subject to availability of vacancies and successful completion of your training. In case you are selected for regular appointment you undertake to serve the Company for a period of one year from the date of your appointment as a regular employee. You shall be required to sign an undertaking with the company to this effect at the time of joining duties as per our policy and practice. Your trainee period will be deemed to have been extended until such time as you receive your letter of regular appointment or your training arrangement is terminated in writing.

3. **No simultaneous employment**
   While associated with the organization, as a trainee, you shall not be permitted to be employed with any other organization or person in any capacity whatsoever. You are also forbidden from any form of association, including employment or consultation, with any company that is a direct competitor or is in the same/similar line of business as **63 Moons** or its subsidiaries or associates, while being a trainee in the Company /or for a period of one year after separation from the company.

4. **Training / Career enrichment**
   The company may provide various other training programmes for your career enrichment during your stay with the company. If you leave the company within two year of completion of any such training provided to you, you will be liable to recompense.

5. **Termination**
   Either party shall have the right of terminating the employment by giving the other party required notice in writing subject to company's separation policy. The Company however, in case the exigencies of work so require, may refuse to accept salary or in lieu of notice or instead require you to serve the notice period. Notwithstanding the above, the company shall have the right of terminating your employment under the following circumstances.

   a) Forthwith, in the event of any misconduct on your part or any breach of terms of your employment with the Company.

   Or

   b) At any time by paying salary in lieu of the deficient notice period, without assigning any reason, at the discretion of Management. In the event, you resign from your duties for any reason whatsoever in nature, we shall not be issuing the relieving letter.

6. **Leave**

   You will be entitled for leaves as per company policy

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7. **Discipline**

You will be governed by the Company's rules and regulations that may be in force at the time of your appointment and also by such rules & regulations as may be in force from time to time.

8. **Postal Address**

You will keep the Company informed of your postal address for communication including changes that may occur during the period of your employment with the Company.

You shall be governed by the policies of the Company in force from time to time.

With Regards,

For, 63 Moons

Mr. Vasu Patta
Vice President - Human Resources

I accept the above terms and conditions

_____
(Signature of Candidate)

63 moons technologies limited

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Registered Office: Shakti Tower - 1, r floor, Premises E, 766, Anna Salai, Thousand Lights, Chennai 600 002. T: +91 44 4395 [illegible] E: +91 44 4395 0899 I CIN No.: L29142TN1988PLC015586

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Annexure 'C'

Kindly ensure you have the proper IT systems and infrastructure to perform your job duties from a remote location. The guidelines that you are required to follow are mentioned below.

Section 1: Mandatory Guidelines

1. **IT Systems and Technology**
   a. It is expected that you arrange for reliable and stable IT facilities at your remote place of work (home).
   b. These include PC / Laptop, Broadband Internet connection, Inverter / UPS for power backup that is appropriate to power reliability in your area of residence, etc.

2. **System Configuration**
   a. Intel Core i3 & above with a minimum 8 GB memory is recommended for better performance.
   b. Kindly ensure Operating System (OS) with Windows 10 / iMac 13.X and above is installed.
   c. It is recommended that the PC / Laptop has a licensed copy of the OS that is regularly updated with latest patches.

3. **Bandwidth connectivity**
   a. You are expected to use a stable broadband Internet connection that provides with a consistent speed of minimum 15Mbps. (If there are multiple users at home then its is advisable to procure broadband speed of 40/50 Mbps & above)
   b. Test your internet speed frequently using https://fast.com from your home PC / Laptop. It is also expected that a backup connection is available, if reliability is an issue.
   c. A wired connection (i.e. Ethernet cable) of RJ 45 is recommended over Wi-Fi, if possible.
   d. Try to keep your home PC / Laptop near to Wi-Fi router for better Wi-Fi connectivity.
   e. If you are using Mobile / Wi-Fi Dongle Hotspot, sitting near to window would give better cellular connectivity.
   f. Incase of Wi-Fi connectivity issue, always use 4G Internet connection while using mobile hotspot for better internet speed.

4. **Home Office Space:**
   a. The employee should, as far as possible, make available a suitable space in their home, which allows for undisturbed working. We understand that completely isolated working space may not be possible in all cases. Hence employees are expected to use their discretion to try and arrange whatever best they can to create a good working environment.

   b. Maintain decorum during meetings/calls. Be in appropriate clothes during video conferencing meetings. (refer to Do's and Dont's of Video calls mentioned in the later section of the document)
   c. While we understand that working from home cannot always be a completely isolated environment with

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children and other family members sharing space with you, the employees are expected to do whatever is feasible to ensure they maintain balance.

d. Family members sharing Internet connection during office hours can reduce the connection speed. Please ensure adequate bandwidth is available for remote work after considering the needs of your family (school / college virtual classrooms & entertainment needs etc). Ensure you subscribe for appropriate broadband bandwidth plan after considering all the above needs. It is also recommended that bandwidth hungry applications like online movies, video streaming services Netflix, Prime, YouTube etc. are best avoided during office hours on a shared Internet connection / Wi-Fi.

5. **Security and Access controls:**
   a. A remote access is provided via VPN which is protected by encryption and security protocols, which keeps the data private and secure.
   b. Remote-access is controlled by role-based access control (RBAC).
   c. Ensure your Login Password to the 63 moons domain is not shared with anyone.
   d. Ensure that remote-access software is updated, Windows patches and licensed antivirus is updated on your device.
   e. Keep strong password for your device from where you access WFH and keep changing periodically.
   f. Always lock your home PC / Laptop screen when not in use to secure data. Session will get terminated automatically if remain ideal considering security aspects.
   g. PC / Laptop to have a screensaver with password.
   h. Data transfer (Print/Copy/Paste) between home device to office PC is blocked in both directions and violation will be viewed seriously and may entail strict disciplinary action.
   i. Please avoid downloading suspicious, unauthorized or illegal software at your home device while WFH.
   j. Employees to maintain complete data confidentiality while WFH and no information shall be shared to anyone.
   k. Never use public Wi-Fi for WFH access, also reset default password of your home Wi-Fi and change periodically.
   l. Restart your PC / Laptop at start of everyday session and keep minimum local programs running when accessing the corporate network.
   m. Do not send any confidential data of the organisation or clients through personal email.

6. **Compliance:**
   a. While working remotely, employees will remain subject to all confidentiality clauses contained within their contract of employment.
   b. WFH will be governed by the IT & other Company Policies and any violation to the mentioned terms shall be presented to the Management for appropriate action and could result in disciplinary action

Section 2: Non-Mandatory Guidelines

7. **You can boost your Wi-Fi coverage by adhering to following tips:**
   a. **Select a good place for your router**
   Not all places are equally suitable for your router. To start with, you want to avoid placing your router close to metal objects and appliances that emit electromagnetic waves. Metal is the top disrupter of a Wi-Fi signal, and its presence close to a Wi-Fi router can easily create a large dead zone.

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b. **Keep your router updated**

There is a growing number of large-scale malware attacks that are costing businesses and individuals alike billions every year. Many of these attacks wouldn't be possible if all routers were kept updated. Once a malware infects a router, it can steal bandwidth and spread itself across the network to other devices. But even without a presence of a dangerous malware, routers with old firmware perform worse than routers that are properly updated.

c. **Cut Off Wi-Fi Leeches**

An encrypted, password-protected Wi-Fi is a must in this day and age. With more people than ever relying on Wi-Fi, the hunger for open, fast Wi-Fi networks is real. You should encrypt your Wi-Fi and protect it with a strong password that can't be easily guessed.

d. **Buy a Wi-Fi Repeater/ Booster/ Extender**

- Even though they are referred to by many names, Wi-Fi boosters, repeaters, and extenders are basically the same thing. Wi-Fi repeaters are relatively simple devices that take an existing signal from your Wi-Fi router and rebroadcast it as a new network. This new network is just an extension of your main network, and all data that go through it also go through the main network.

- Wi-Fi boosters and extenders are very similar, but they also amplify the existing signal before rebroadcasting it to create a second network. Because Wi-Fi boosters typically have greater range than Wi-Fi repeaters, they make sense in situations where the original signal is very weak.

e. **Don't Forget to Reboot**

The timeless IT advice, "If it doesn't work, try switching it on and off", also applies to Wi-Fi routers. A simple reboot is often enough to considerably improve your Wi-Fi speeds. A reboot clears the router's memory and allows updates to install.

f. **Measure Wired Internet Performance**

- If you've tried the above-described tips for improving wireless internet performance without any success, then it's time to shift your focus from your Wi-Fi and measure wired internet performance. To do that, you need an Ethernet cable and a laptop or desktop computer with an Ethernet port.

- We recommend you repeat the wired internet performance test several times, preferably at different times of the day. Once you're certain that your internet service provider is to blame, send them the results of your tests and ask them to fix the problem. If they fail to do so, then it's probably time to switch to a different internet service provider because even the best tips on how to increase Wi-Fi Signal won't help you.

g. **Purchase a Better Internet Plan**

It's easy to underestimate just how many devices these days connect to the internet via Wi-Fi. From computers and mobile phones to various smart home products and appliances, these Wi-Fi connected devices consume a substantial amount of bandwidth, and not all internet plans can provide it. If you've been paying for the same internet plan for the last 10 years, then you should look at what other options are available and considering upgrading. You might even be able to save some money since the prices of fast internet plans have gone down substantially since the early days of broadband internet.

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1. **Do's and Dont's of Video Call:**

   a. **SET UP YOUR SPACE**

   Try to create a private place with an essential infrastructure such as appropriate furniture, less disturbance, better connectivity. Find a private place to take the call. If not, use headphones to minimize background noise. If you have roommates, partners, or family members who are also working from home (or just stuck at home), let them know beforehand that you'll be in a meeting to minimize interruptions.

   Set up your device or camera so that it has a clear, unobstructed view of you. Don't sit too far from (or too close to) the camera. If you're using a separate camera, place it near your screen — it's best to put the camera at eye level, so that when you're looking at the screen, it appears as if you're looking at the person you're talking to.

   Make sure your face is well lit. Natural lighting and side lighting work best, but overhead lights will work well, too. Backlighting can often make it hard to see; if you can't change the backlighting, try to put another light in front and to the side of your face.

   Clean up the area around you. Open up the camera on your laptop or switch on your external camera and see what's visible in the background before the call, and check that you're comfortable showing that on a video call. You might also want to set up a virtual background, if you don't have time to tidy up your space

   b. **CHECK YOUR APPEARANCE**

   One of the best parts about working from home is getting to wear casual clothes all day, but that may not be the right move for a video call. Dress how you would for an in-person meeting, and make sure to follow your workplace's dress code. You don't need to do anything extra but it's a good idea to present a reasonably good appearance.

   c. **STARTING THE CALL**

   It's a good idea to test your video conferencing software before the call, especially if you've never used it before. Also, make sure you have a strong Wi-Fi connection and that your device is either plugged in or fully charged.

   Give yourself a few extra minutes before the call to set up and if possible, log onto the call a little early, especially if you're unfamiliar with the software that your host is using. Once the call has started, check to see if everyone can hear and see each other. A good way to do this is by having everyone either check in or introduce themselves.

   d. **KNOW WHEN TO TURN OFF YOUR AUDIO AND VIDEO**

   Mute your side of the call if you're not speaking. Your microphone can pick up a lot of background noise,

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so muting allows others on the call to easily hear who's speaking. Also, if you need to get up or move around or do something else during the call (or if your family members suddenly make an appearance), it's a good idea to switch off your video to avoid causing any distractions.

e. **SIGNAL WHEN YOU WANT TO TALK**

During in-person meetings, you can pick up on visual cues to help find the right time to speak. It's a lot easier to accidentally interrupt on a video call. Wait for a few moments of silence before speaking up in case there's a sound delay.
If your company or team is going to have regular online meetings, it's a good idea to decide on a system for asking questions, such as raising your hand or using chat to ask a question. If you're running the meeting, it's also helpful to call on people by name.
Speak clearly and watch how fast you speak (and don't forget to unmute yourself!). But speak at your normal volume — there's no need to shout, and if you do, your co-workers may lower their volume and then miss something else.

f. **STAY FOCUSED, AVOID MULTITASKING**

Be attentive and engaged during the call. Whether your video is enabled or not, don't play on your phone. Don't check and write emails while you're in a sync. Try to look into the camera when you talk. If you look at yourself or others on your screen, it may look like you're looking at something else. When you're not talking, make sure you're paying attention to whoever's speaking or sharing their screen and that you're looking at any materials you may need to reference. (Again, others can see where you're looking.)

If there's a pause in the conversation because, for instance, you need to pull up an email or reference a document, make sure to communicate that. Delays or long stretches of silence might make it seem like you've lost connection, so this just keeps everyone on the same page.

Keep in mind that you're more visible on video calls than in offline meetings, since you get to see close-ups of everyone's face individually instead of a whole group of people at once. It's often helpful to keep your own face visible on-screen, just as a reminder that you're on camera, and so you can see what others are seeing.

g. **SHARING YOUR SCREEN**

If you do need to share your screen during a video call, take a few seconds to prepare before you hit that share button. Clear your desktop of any extra tabs or programs you may have open and make sure any private or sensitive information is hidden.

2. **Pros and cons of Dongles for your quick reference:**

a. **Pros**

The introduction of 5G mobile broadband means a dongle is now a serious alternative to fixed line home broadband. This will depend on the coverage of 5G which, unfortunately, has been delayed due to the coronavirus pandemic.

- Mobile broadband is quick and easy to set up and doesn't require an engineer appointment
- USB dongles give you greater flexibility, allowing you to access the internet when away from home or the office

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- Developments in mobile broadband technology have seen mobile dongles become smaller, sleeker and faster in recent years
- Mobile broadband dongles run on the battery of your computer or laptop, meaning you don't need an additional charger for them

b. **Cons**

- 4G is still the most common type of mobile broadband connection but it has comparatively slower speeds than most normal broadband packages. This would make it difficult to do high-data activities like running certain applications or streaming media.
- Coverage is dependent on the mobile phone reception in your area, so the mobile blackspots that have you cursing your provider might also affect your mobile broadband connection
- Unlike home broadband connections, mobile broadband usually has monthly data limits
- Overseas charges have come down, but it's still not cheap to use a dongle abroad

3. **Need of an UPS (Uninterruptible Power Supply):**

An uninterruptible power supply (UPS) is used to protect critical loads from utility-supplied power problems, including spikes, brownouts, fluctuations and power outages, all using a dedicated battery. There are three basic functions that it essentially performs:

- avoids damage to hardware caused by overcurrents and voltage spikes. Many UPS models also continuously regulate the input power.
- avoids data loss and damage. In fact, without a UPS, data stored on devices subject to sudden shutdowns can be corrupted or completely lost. If a power management software is also used, the UPS allows and facilitates the controlled shutdown of the system.
- ensures the availability of networks and other applications while avoiding downtime. When used in conjunction with power generators, ensure that they have enough time to ignite in the event of a power failure.

A UPS provides battery backup power and protection for electronic devices, including:

- Wireless networking equipment (routers, modems)
- Computers
- Televisions
- Security systems
- Gaming consoles
- Mobile devices

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Argusoft India Ltd.

Argus

Sep 13, 2023

Letter of Intent to Offer

Dear Khushi Agarwal,

This is in reference to the on campus selection process that you underwent for **Argusoft** office in Gandhinagar. **Congratulations on clearing ArguSoft's selection process!** We are pleased to extend this letter of intent to offer employment to you as a **Programmer Analyst** effective 1st July 2024.

This offer is subject to the successful completion of both the BE/BTech/MCA/MBA program or any other relevant program that you are presently undergoing. Upon joining you will be on **probation** for a period of **six months (1st July 2024 to 31st December 2024).** During the probation period, you will be paid a composite amount of **Rs.21,051.00** (Rupees Twenty one thousand fifty-one only) per month. Subsequently, upon confirmation, you shall receive an annual compensation package of **Rs. 7.12 lacs**. Applicable and statutory Central and State taxes will be deducted from the employee's gross earnings.

Please digitally sign and return a digital copy of this letter as a reply to the email by Sep 15, 2023, as your acceptance of this offer.

We look forward to having you onboard with us in July 2024. In case you have any questions at all, please do not hesitate to contact us.

Sincerely,

For ArguSoft India Ltd.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
181-B, RIICO Institutional Area
Sitapura, JAIPUR

Argusoft India Limited

A-66, GIDC Electronics Estate, Sector – 25, Gandhinagar, India 382 016.

Salary Slip for July 2024

Name Of Employee	: Khushi Agarwal	Emp. No.	: A694
Designation	: Probationer	Bank A/C No.	: 924010025064274
Salary for the Month	: July 2024	Bank Name	: Axis Bank
Salary Paid on	: 02nd August 2024	Joining Date	: 01st July 2024

Income (INR)		Deductions (INR)	
Basic Pay	4,500.00	Tax Deducted at Source	0.00
Dearness Allowance	0.00	Professional Tax	200.00
House Rent Allowance	1,800.00	Provident Fund	540.00
Conveyance Allowance	1,600.00	Advance Adjustment	0.00
Medical Allowance	1,200.00	Meal Voucher	0.00
Telephone Allowance	2,000.00	Other Deductions	0.00
Special Allowance	8,551.00		
Years of Experience Allowance	0.00		
Corporate Attire Maintance Allowance	500.00		
Regular Bonus	900.00		
Loyalty Bonus	0.00		
Variable Component	0.00		
Accomplishment Bonus	0.00		
Gross Salary (A)	₹ 21,051.00	Total Deductions (B)	₹ 740.00

Net Salary (A-B)	:	₹ 20,311.00
Arrears Paid (C)	:	₹ 0.00
Total (A-B+C)	:	₹ 20,311.00
(Rupees in words)	:	Twenty thousand three hundred eleven

This is a computer generated Statement and does not require a signature or seal.
**This document is strictly confidential.*

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR



Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Offer Letter

Dear Keshav Gaur,
Congratulations! We are glad to inform you that you have been selected for Aaklan IT Solutions Pvt. Ltd. We are delighted to make you the following job offer:

JOB TITLE: Coding/ Robotics Instructor

ROLE AND RESPONSIBILITIES

1. Looking for Instructors, who can be a part of our talented team that aims at educating and teaching coding to kids, (1st-9th).
2. You will be taking school sessions as per the timetable shared by the school.
3. Create or update the coding curriculum.
4. Create videos as per requirement.
5. Good understanding and knowledge of coding.
6. Contribute to student learning, growth, and advancement.
7. Good communication skills.
8. Accountable for learner outcomes and advocate for students.
9. Facilitate problem-solving and critical thinking skills, showing a high degree of creative application in the implementation of the curriculum.

Salary: 12000-15000+ HRA

Job Location: Pan Rajasthan, NCR

Technical Training will be provided by the company

AAKLAN-KIDS CODING LAB JAIPUR

RISHIKA TIBREWAL
HR EXECUTIVE
AAKLAN
hr@aaklan.com
82336 37790

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Letter of Intent

Dear Ms. Jasmine Chhillar **Date: 9th February 2024**

With reference to your interview conducted by us at Amity University, we are pleased to inform that you have been shortlisted for the position of **Software Developer** with Ubuy Technologies Pvt. Ltd. (hereinafter referred to as "UTPL").

UTPL solely reserves the right to make any changes to the date of joining and the location of posting according to the business requirements.

The following are the terms and conditions of your employment:

- Your Joining Date will be **12th February 2024**.
- Your Compensation will be **Rs. 10,000 Per Month. (Stipend)** for Six Months.
- You are expected to enter into an employment agreement with UTPL which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with UTPL.
- You may be required to undergo classroom training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically.
- You will be on a probation period of six months from your date of joining after successful completion of probationary period, based on your performance and assessments, you will be appointed with the employment of the Company and your Annual CTC will be **INR 3,50,000/**. (depends upon your performance).

Ubuy Technologies Pvt. Ltd.

52/183, Ubuy Tower, Opp. HCG Cancer Hospital,
VT road Mansarovar, Jaipur

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

- You will be required to sign a service agreement of 12 months (after completing Prob. Period) with a surety amount of Two Months 'salary. This amount shall be payable to the Company only on the event of your separation from the company before 12 months from the date of Joining (As a full-time employee).

- UTPL reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company.

- On the date of joining, you would be required to submit the documents which is attached in the same email. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

- If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission, or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission, the company shall be entitled to recover the damages from you.

- You will also be governed by the standard terms and conditions applicable across the company as existing and as may be amended from time to time.

- Any of the confidential information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged, or made public by you during and/or after the association with the Company.

- Please share your acceptance to offer as a confirmation within 7 days of receiving this letter and sign the duplicate copy of this Offer Letter and submit the same on the day of joining failing which this Offer letter extended to you by Ubuy Technologies Pvt. Ltd. Shall stand withdrawn without any liability.

Ubuy Technologies Pvt. Ltd.

52/183, Ubuy Tower, Opp. HCG Cancer Hospital,
VT road Mansarovar, Jaipur

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by Ubuy Technologies Pvt. Ltd. will stand withdrawn without any liability.

Welcome to **Ubuy**! We look forward to a mutually fruitful association.

Congratulations & Warm Regards,

For Ubuy Technologies Pvt. Ltd.

Dinesh Kumar
Director

Ubuy Technologies Pvt. Ltd.

52/183, Ubuy Tower, Opp. HCG Cancer Hospital,
VT road Mansarovar, Jaipur

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

hr@celebaltech.com
enterprisesales@celebaltech.com
www.celebaltech.com
0141-4700659
India: A-2 7th floor, UDB Corporate Tower,
J.L.N. Marg, Jaipur

STRICTLY CONFIDENTIAL

Date: 11-August-2023
Name: Ishant Kushawah
Location: Jaipur, Rajasthan
Country: India
Joining Code: NCH24/IS/PCEJ/0823/413
PPO Code: NCH24/IS/PCEJ/0724/413

Subject: Letter of Intent ("LOI")

Dear Ishant,

By way of this LOI Celebal Technologies Private Limited ("Company") is pleased to share with you the proposed offer terms.

Proposed Confirmation Date as FTE:	1st July, 2024
Designation:	Associate
Place of Posting:	Jaipur, Rajasthan
Total Compensation:	INR 5,00,000/- (Rupees Five Lakh Only/-)

Please refer "Annexure A" for details of the remuneration and other allowances.
The formal employment letter will be issued on the Date of Joining as per Company's standard process.
The Date of Joining and Training Date may vary as per the Date of Exams.
Your appointment to employment will be based on your performance during the internship and training period, *inter alia*.

The following are the key indicators to measure the performance:

- Attendance
- Behavior
- Attitude
- Job Knowledge
- Active Contributor in the Project
- Work Performance
- Learning and development
- Communication
- POC and R&D
- Certifications
- Team work

We look forward to have you as a part of Celebal Tech family.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Best Regards,



Sharthak Acharjee
Sr. Manager
Human Resources

Acceptance:
The above terms and conditions have been read and understood and the same are hereby accepted as the terms of my employment in the company. I understand that my employment is contingent upon my performance and completion of my graduation and subsequent communication of the same to the Company.



Name: Ishant Kushawah

Date: Aug 19 2023 14:10 IST

Annexure A

Date of Offer: 1st July 2024

Term Sheet:

Set forth below is the outline of the management compensation, terms and conditions by which the undersigned agree to abide.

The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed in any manner or form, directly or indirectly inside or outside the company without the company's consent.

Date: 11-August-2023
Name: Ishant Kushawah
Company: Celebal Technologies Private Limited
Position: Associate

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Salary Structure:

Particulars		Annual CTC	Monthly CTC
A	**CASH COMPONENTS**		
	Basic + DA	**2,18,808**	**18,234**
	HRA	**87,528**	**7,294**
	Fixed/Total Allowances	**65,916**	**5,493**
	Bonus	**43,764**	**3,647**
	Total Cash Components	**4,16,016**	**34,668**
	Less: Deductions		
	Employee's Contribution to EPF Fund	**21,600**	**1,800**
	Total Deductions	**21,600**	**1,800**
	Net Pay	**3,94,416**	**32,868**
B	**NON-CASH COMPONENTS**		
	Company's contribution to EPF Fund	**21,600**	**1,800**
	Health & Accidental Benefit	**2,392**	**199**
	Performance Bonus (Variable, based on target achievement, to be paid Quarterly)	**30,000**	**2,500**
	Total Non-Cash Components	**53,992**	**4,499**
	Cost to Company	**4,70,000**	**39,167**

***Performance Bonus will be shared based on the individual, team and organizational performance, subject to the sole discretion of management of the Company.**

***You're eligible for one-time retention bonus of Rs.30,000 in addition to the Total CTC, post completion of 12 months as a Full-time Employee, subject to the terms and conditions including but not limited to your performance, feedback, code of conduct, attendance and parameters as per Company Policy.**

***The retention bonus must be returned to the company along with the service agreement breaching amount if you leave within 6 months of the transaction.**

Notes:

Basic	Paid on Monthly basis and is subject to tax, as per applicable law.
HRA	Provided to meet the cost of accommodation and is calculated at 40% of basic. It is paid on monthly basis and is subject to tax.
Other & Fixed Allowance	It is paid on monthly basis. This element has no linkage to any component of compensation and is subject to tax.
Medical	It is a benefit provided by the company. The coverage includes health and accidental insurance. The coverage for accidental insurance is 10L and for health insurance is 4L.
PF	As per the employee P.F. Act 1952, an employer is required to contribute minimum 12% of basic salary to EPF and the equal amount will be deducted as employee contribution from employee's monthly payroll.
Performance Bonus	The objective of bonus is to incentivize employees to achieve specific pre-determined goals. The performance evaluation will be done on quarterly basis. The first quarter bonus will be pro-rated basis from Date of Joining. This is subject to management discretion and can be revised from time to time. Payout of bonus is completely subjected to tax.
Retention Bonus	Retention Bonus is not considered part of CTC at the time of appraisal.

Sincerely,
For Celebal Technologies:

Sharthak Acharjee
Sr. Manager
Human Resources

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
181-B, RIICO Institutional Area
Sitapura, JAIPUR

DATANSH
A DIGITAL RELATION

contact@datansh.com
contact@datansh.com
+91 98291 26914

K-7, Tonk Road,
Income Tax
Colony, Durgapura,
Jaipur 302018

To,
Harshul Namdev
Jaipur Rajasthan
Contact: 8005832526

Date: October 09, 2023

Dear Harshul,

We are pleased to extend an offer for Software Development Intern at Datansh Solutions. We were impressed by your qualifications, passion for technology, and your potential to make significant contributions to our team. We believe that this internship opportunity will provide you with valuable real-world experience and the chance to work on exciting projects in a dynamic and supportive environment.

Internship Details:

Position: Software Development Intern
Start Date: October 11, 2023
Duration: 60 Days
Stipend: Not Applicable

Furthermore, we are excited to inform you that based on your performance during the internship, there may be an opportunity for a full-time job offer with a competitive annual salary of up to 4 LPA upon successful completion of the internship. We value the contributions of our interns, and if you excel in your role and demonstrate a strong fit with our team, we would be eager to discuss your potential transition to a permanent position.

To accept this internship offer, please sign and return a copy of this letter.

We are thrilled to welcome you to our team and look forward to an enriching experience together!

If you have any questions or need further information, please feel free to contact hr@datansh.com or 9829126914.

Congratulations once again, and we eagerly await your positive response.

Sincerely,
HR Department
Datansh Solutions

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Offer | **Harshit Khandelwal** | Jr. Bench Sales Recruiter | Codex Tech IT LLC |

Dear Harshit Khandelwal, Wed, Mar 6, 2024 at 3:57 PM

We are successful and growing. We expect you to set an example of diligence, dedication and commitment delighted you have joinedus! Your contribution is important to ensure our sustained and contribute your best efforts in making Codex Tech IT LLC a leading organization.

We are pleased to confirm your appointment in our organization as **" Jr.Bench Sales Recruiter"(Full Time)** on **18th Mar,2024** failing which we shall presume that you are not interested in pursuing a career with us.

Location: Visnagar

Remuneration: 3LPA*

Please find below points which are very important before Joining.

1) I have explained to you Regarding Salary (Salary calculated on working days only excluding Saturday, Sunday and Holidays).
2) Office Timing 7:30 PM to 4:30 AM (60 minute of Brake)
3) Holidays only following Federal USA Holidays Which are already listed by Codex.
4) Attendance Calculated by Biometric.
5) 3 Month of probation period
6) First 15 day we will provide you the accommodation then you have to take care of it
7) Food's are not allowed during working hours (In Medical Condition Allowed)
8) Salary Credit on or between 1st to 5th on every Month.
9) Complete The Documentation and Employmentnt Details (Follow the links for documentation)
10) This offer is valid till 8th March 2024 (we are expecting the Acceptance till that date after that this offer is not valid)

If you have any query on this feel free to connect with me on call or email
Phone :+91 7777935749
Email: hr@codextech-it.com

Thanks and Regards
Ravi Mankodiya

HR
Admin
CodeX Tech-IT

(713) 347 9619
hr@codextech-it.com
www.codextech-it.com
447 Broadway, 2nd Floor, 1404, New York, , NY , 10013

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Offer | Harshit Gupta | Jr. Bench Sales Recruiter | Codex Tech IT LLC |

Wed, Mar 6, 2024 at 3:11 AM

Dear Harshit Gupta,

We are successful and growing. We expect you to set an example of diligence, dedication and commitment delighted you have joinedus! Your contribution is important to ensure our sustained and contribute your best efforts in making Codex Tech IT LLC a leading organization.

We are pleased to confirm your appointment in our organization as **" Jr.Bench Sales Recruiter"(Full Time)** on **18th Mar,2024** failing which we shall presume that you are not interested in pursuing a career with us.

Location: Visnagar

Remuneration: 3LPA*

Please find below points which are very important before Joining.

1) I have explained to you Regarding Salary (Salary calculated on working days only excluding Saturday, Sunday and Holidays).
2) Office Timing 7:30 PM to 4:30 AM (60 minute of Brake)
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8) Salary Credit on or between 1st to 5th on every Month.
9) Complete The Documentation and Employmentnt Details (Follow the links for documentation)
10) This offer is valid till 8th March 2024 (we are expecting the Acceptance till that date after that this offer is not valid)

If you have any query on this feel free to connect with me on call or email
Phone :+91 7777935749
Email: hr@codextech-it.com

Thanks and Regards
Ravi Mankodiya

HR
Admin
CodeX Tech-IT

(713) 347 9619
hr@codextech-it.com
www.codextech-it.com
447 Broadway, 2nd Floor, 1404, New York, , NY , 10013

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

CELEBAL TECHNOLOGIES
Celebal Technologies Private Limited

CIN : U72900RJ2016PTC056190
+91-8905993615
enterprisesales@celebaltech.com
www.celebaltech.com

PRE-PLACEMENT OFFER LETTER ("PPO")

Date: 30th July 2024

Dear **Harshit,**

We, at Celebal Technologies Pvt Ltd, are delighted to formally appoint you to the position of an **Intern** in the **Data Engineer** domain. Your skills and expertise align seamlessly with our organizational needs, and we are confident that your contributions will make you a valuable asset to our team.

Name: **Harshit Agnihotri**
Department: **Big Data & EDW**
Location: Jaipur, Rajasthan
Country: India

Joining Code:CH'24/HA/PCEJ/0824/62
PPO Code:CH'24/HA/PCEJ/0425/62

We would like to have your response by **1st Aug 2024,** EOD. In the interim, should you have any questions or concerns, please do not hesitate to reach out to the undersigned. Upon your acceptance, we will provide guidance on the necessary joining formalities. Your seamless onboarding is our priority, and we are here to assist you throughout the process.

In the event of no response by **1st Aug 2024,** EOD, this offer of employment will automatically be deemed null and void.

Please refer to the specific terms and conditions of your employment in "Appendix A." We encourage you to thoroughly review these documents to ensure a comprehensive understanding of your remuneration package and the terms governing your employment.

Disclaimer: This offer of employment is private and confidential, intended solely for the addressee. Any unauthorized dissemination, distribution, or copying of this communication is strictly prohibited

We look forward to having an enriching association with you.

For and on behalf of Celebal Technologies Pvt Ltd

Sharthak Acharjee
Senior Manager | Celebal Technologies

Harshit Agnihotri

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Acceptance:

I HEREBY ACKNOWLEDGE THAT I HAVE THOROUGHLY READ THE ENTIRE AGREEMENT. I UNDERSTAND AND AGREE TO ABIDE BY THE TERMS AND CONDITIONS OUTLINED IN THE AGREEMENT THROUGHOUT MY TENURE WITH THE COMPANY. I WILLINGLY CONSENT TO COMPLY WITH THESE TERMS AND UNDERTAKE TO FULFILL MY OBLIGATIONS WITH UTMOST SINCERITY.

Signature: Harshit Agnihotri
Name: Harshit Agnihotri
Date: Jul 30 2024 21:09 IST

Appendix A

INTERNSHIP DETAILS:

Internship Commencement Date	5th Aug 2024,
Internship Stipend	Rs. 10,000/- per month
Designation:	Junior Associate
Place of Posting:	Jaipur, Rajasthan

TRANSITION TO FULL TIME EMPLOYEE DETAILS:

Your association with the Company will begin in the role of a Junior Associate starting from the Internship Commencement Date until you transition to a Full-Time Employee (FTE). We anticipate the following timeline to unfold successfully, provided all aspects progress as planned.

Traineeship Commencement Date:	1st Dec 2024
Traineeship Stipend:	Rs. 15,000/- per month
Proposed Confirmation to FTE Commencement Date:	1st Apr 2025
Cost to the Company (CTC)*:	Rs. 6,50,000 per annum

Please note:

a) The transition from Intern to Trainee and subsequently from Trainee to Full-Time Employee is contingent upon your performance within the organization.
b) This progression is dependent on your accomplishments and contributions during your tenure with us.

Your dedication and contributions will play a pivotal role.

ELEVATE YOUR CAREER: CELEBAL'S EXCEPTIONAL EMPLOYEE BENEFITS

- Exciting Pathways for Long-term Career Growth
- Unlock Global Certification Achievements
- Tailored Tenure Enrichment for Your Personal Growth
- Embark on MS Programs with Our Generous Sponsorship
- Explore a World of Rotational Opportunities
- Fuel Your Success with Dynamic Learning Initiatives
- Earn Incentives for Your Ongoing Dedication
- Prioritize Health & Wellness with Exclusive Benefits

Dr. Mahesh Bundele
B.E. M.E. Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

ANNEXURE A

SALARY STRUCTURE

Particulars		Annual Total CTC	Monthly CTC
A	**FIXED MONTHLY COMPONENTS**		
	Basic	273804	22817
	HRA	109522	9127
	Bonus	54761	4563
	Fixed Allowances	87921	7327
	Total A	**526008**	**43834**
	Less: Employee's contribution		
	Employee's Contribution to EPF Fund	21600	1800
	Total B	**21600**	**1800**
	NET PAY	**504408**	**42034**
B	**RETIRALS, HEALTH & WELLNESS BENEFITS**		
	Company's contribution to EPF Fund	21600	1800
	Health & Accidental Benefit	2392	199
	Total C	**23992**	**1999**
	FIXED CTC	**550000**	**45833**
C	**VARIABLE COMPONENT**		
	Performance Bonus (payable <Quarterly>)	**50000**	**4167**
D	**CONVENIENCE & BENEFITS (Annual Payment)**		
	Loyalty Bonus	**50000**	
	TOTAL COST TO THE COMPANY	**650000**	**54167**

*You are requested to make a note of the following points:

a) Performance Bonuses: Celebal's performance bonuses are based on individual, team, and organizational accomplishments, granted at the discretion of management.

b) Loyalty Bonus: After completion of your first 12 months as a Full-time Employee, you qualify for a one-time retention bonus of Rs. 50,000/-. This bonus, in addition to your Total CTC, is subject to various factors, including but not limited to your performance, adherence to Company's Code of Conduct, Attendance, and other parameters in alignment with the Company Policy. This is Company's heartfelt gesture to acknowledge and appreciate your unwavering dedication.

Harshit Agnihotri

Dr. Mahesh Bundele
B.E. M.E. Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

FOR YOUR REFERENCE, KINDLY NOTE:

Basic	The basic salary is paid on a monthly basis and is subject to taxation in accordance with the applicable laws.
HRA	The accommodation allowance, which covers accommodation expenses, is calculated at 40% of the basic salary. It is disbursed on a monthly basis and is subject to taxation.
Other & Fixed Allowance:	This allowance is paid on a monthly basis. It is an independent component of compensation and is subject to taxation.
Medical:	This is a company-provided benefit that includes both health and accidental insurance coverage. The accidental insurance coverage is up to 10 lakhs, while the health insurance coverage extends to 4 lakhs.
PF:	As per the Employee Provident Fund (EPF) Act of 1952, the employer is mandated to contribute a minimum of 12% of the employee's basic salary to the EPF fund. Simultaneously, an equal amount is deducted as an employee contribution from the monthly payroll.
Performance Bonus:	The objective of the bonus program is to incentivize employees to attain specific pre-determined goals. Performance evaluations will be conducted quarterly, and the bonus for the first quarter will be pro-rated based on the date of joining. Please note that bonus terms are subject to management's discretion and may be revised periodically**.** Additionally, it's important to be aware that bonus payouts are subject to taxation.
Loyalty Bonus:	The retention bonus is not factored into the calculation of the Cost to Company (CTC) during the appraisal process.

We are delighted about the prospect of welcoming you to Celebal and have full confidence that you will make a meaningful contribution to our team. Please accept our warm congratulations on this offer letter.

We kindly request your signed acceptance of this offer by **1st Aug 2024**, and we eagerly anticipate your arrival on **5th Aug 2024**.

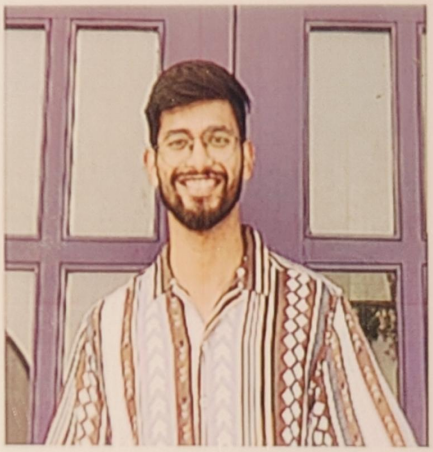
For and on behalf of **Celebal Technologies Private Limited**

Sharthak Acharjee
Senior Manager | Celebal Technologies

Harshit Agnihotri

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

CELEBAL
TECHNOLOGIES



Harshit Agnihotri

EMP ID
HRM 4754

Contact No
7878230594

Authorised Signature

Office Address
3rd Floor (A Wing), F-202-204,
RIICO Industrial Area, Mansarovar, Jaipur

Emergency Contact Number - 9983719517
If found unattended please return to mentioned Address

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Date: 17 January 2024

Employment Agreement

It has been agreed between the following parties:

Cimpress India Private Limited (the "Company"), which is a part of Cimpress N.V. ("**Cimpress**"), with its registered office at Mumbai, India;

and

Harsh Rathore,

69-A keshav nagar, Meena ki dhani, charan nadi 2, Murlipura, Jaipur - 302039

Appointment as Intern

By this agreement (hereinafter "Agreement") we refer to our recent discussions and on behalf of Cimpress India Private Limited, (hereinafter "Company"), we are pleased to appoint you as **Intern** and engage your services on contract on the following terms and conditions:

1.0 Commencement and Duration of Internship

Your Internship is for a fixed period of 4 months which will be effective from **Feb 07, 2024** and this agreement of service shall stand terminated at close of business on **June 07, 2024** unless and until terminated in accordance with clause 6.0 mentioned below during the period of 4 months.

1.1 Location

You will be stationed at **Mumbai (Remote),** India.

2.0 Duties and Responsibilities

During your internship period, you will be a part of **Cimpress Technology** team and your project details will be shared shortly.

On completion of the assignment, you are required to submit a copy of the project report to your Project guide.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

3.0 Remuneration:

You will be paid a consolidated stipend of **INR 25,000/-**per month (**Rupees Twenty Five Thousand Only)** This will be subject to deduction of taxes as applicable. The stipend payment will be done in the first week of the month.

4.0 Holidays and Timings

You will observe the working hours and declared holidays as per the policy and timing applicable to you and as may be necessary to achieve the purpose of employment with the company.

You will be working for 5 days of any 7 days of the week with shift timings as decided by the Management. The working days might be extended & is subject to the work demand.

5.0 Employer Procedure

You are required to comply with the Code of Conduct, as well as all other rules, policies and procedures of the Organization which are applicable to all the employees.

5.1 Confidentiality Clause:

During or after your tenure with Cimpress, you will not divulge any information relating to Cimpress or any of its constituents or employees, with the unauthorized personnel or individuals, without the express authority in writing from the Management.

6.0 Termination Clause:

The Contract may be terminated at any time without notice and without further compensation if at any time in our opinion, which is final in this matter, you are found guilty of fraud, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of the code of conduct as defined by the Company or violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission, the company shall be entitled to recover the damages from you.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Please sign the copy of this letter as an indication of your acceptance of the above offer.

Yours truly,

Signed for and on behalf of Cimpress India Private Limited by:



Preethi S H
Associate Director - Talent Acquisition

Date: 17 January 2024

I accept the above offer on the terms indicated. Further, I also confirm that I have read and understood the terms and conditions of the letter and hereby assure that I will abide to all the conditions mentioned.

Signature: Harsh Rathore
Harsh Rathore (Jan 18, 2024 18:15 GMT+5.5)

Name: **Harsh Rathore**

Date: Jan 18, 2024

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Congratulations and Welcome to Cimpress || Harsh Rathore

Final Audit Report 2024-01-18

Created:	2024-01-17
By:	Shivani Goyal (Shivani.Goyal@cimpress.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAmqkGGkDgan9u2R1coLWmKziHFscHmyoq

"Congratulations and Welcome to Cimpress || Harsh Rathore" History

Document created by Shivani Goyal (Shivani.Goyal@cimpress.com)
2024-01-17 - 11:55:48 AM GMT

Document emailed to 2020pcecsharsh70@poornima.org for signature
2024-01-17 - 11:56:36 AM GMT

Email viewed by 2020pcecsharsh70@poornima.org
2024-01-17 - 11:59:29 AM GMT

Email viewed by 2020pcecsharsh70@poornima.org
2024-01-18 - 12:38:32 PM GMT

Signer 2020pcecsharsh70@poornima.org entered name at signing as Harsh Rathore
2024-01-18 - 12:45:01 PM GMT

Document e-signed by Harsh Rathore (2020pcecsharsh70@poornima.org)
Signature Date: 2024-01-18 - 12:45:03 PM GMT - Time Source: server

Agreement completed.
2024-01-18 - 12:45:03 PM GMT

Adobe Acrobat Sign

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

STARTBIT IT SOLUTIONS
DESIGNING THE FUTURE

STARTBIT IT SOLUTIONS PRIVATE LIMITED

(Formerly known as Vivacity InfoTech Pvt. Ltd.)
(An ISO 9001 and 27001 Certified Company)

Ref. SBOFRL0123011223

Date: 01-December-2023

Dear **Harsh Agarwal**,

Congratulations!!

With reference to your application and subsequent interview, we are pleased to offer you the post of **Web Developer (Trainee)** in our organization.

You are requested to report at:

StartBit IT Solutions Pvt. Ltd.

Plot No. 82, Sector 6, 'C' Block

Chitrakoot, Vaishali Nagar, Jaipur.

With the following documents:

1. Recent two Passport size photographs
2. All Original Educational Certificates with their Photostats, since 10th class
3. Photocopy of ID and Address proofs

On **3rd January 2024** at **10:00 AM** for induction, failing which, this offer letter shall stand invalid. Your detailed appointment letter will be issued on the date of joining.

Kindly note this is a tentative offer letter, the offer can be withdrawn if there are any discrepancies in the information provided by you.

If you have any query/question, feel free to contact us at: +91-141-2440803

Designation	:	Web Developer (Trainee)
Training CTC	:	Rs. 10,000 (Rs. Ten thousand only)

STARTBIT IT SOLUTIONS PVT. LTD.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Chegg | Onboarding date

n-view.com/ua/viewinbrowser?od=3z80ac0b416223d715b89d868e0e47666ef0428cb37434255358f01e939381f0e9&rd=1a1442e

Dear Gunank Bansal

Congratulations on being selected as a Managed Network Expert!

We are pleased to inform you that you have successfully completed all the recruitment steps and are selected for the position of Managed Network Expert.

We will be activating your answering account on Apr 24, 2024

You will receive a detailed activation mail along with the things to do, once your answering rights are granted on Apr 24, 2024

***Note: Granting answering rights is always subject to successful verification.**

Note: You will able to login, once answering rights are granted.

Thanks and Regards,

Expert Hiring Team

This email was sent by hiringexpert@chegg.com to 2020pcecsgunank67@poornima.org
Not interested? Unsubscribe | Manage Preference | Update profile

Chegg India | 401, Baani Corporate One | Jasola, New Delhi - 110025

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Offer: Computer Consultancy
Ref: TCSL/CT20234221231/Ahmedabad
Date: 15/07/2024

Mr. Gaurav Agarwal
Poornima college of Engineering,
Sitapura, Jaipur- 302022,
Rajasthan.

Dear Gaurav Agarwal,

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** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be ₹**3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 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/ TCS Initial Learning Program (ILP); detailed under Terms & 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.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**14,784/-** 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 ₹**5,914/-** 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. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹**500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. **Communication Allowance**
   You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of ₹**1,700/-**. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus
Your Performance Bonus will be ₹**600/-** per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

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

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.

OTHER BENEFITS

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

HIS offers the following benefits:

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.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
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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.

Dr. Mahesh Bundele
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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 towards Provident Fund as per the provisions of the said Act.

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (From 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity
You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

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

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Offer: Computer Consultancy
Ref: TCSL/CT20234220698/Ahmedabad
Date: 15/07/2024

Mr. Garvit Mathur
Poornima college of Engineering,
Sitapura, Jaipur- 302022,
Rajasthan.

Dear Garvit Mathur,

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** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 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/ TCS Initial Learning Program (ILP); detailed under Terms & 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 382 0[illegible]
Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 02[illegible]
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
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   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.

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hr@celebaltech.com
enterprisesales@celebaltech.com
www.celebaltech.com
0141-4700659
India: A-2 7th floor, UDB Corporate Tower,
J.L.N. Marg, Jaipur

STRICTLY CONFIDENTIAL

Date: 12-August-2023
Name: Esha Kapoor
Location: Jaipur, Rajasthan
Country: India
Joining Code: CH24/ES/PCEJ/0823/138
PPO Code: CH24/ES/PCEJ/0824/138

Subject: Offer Letter ("PPO")

Dear Esha,

By way of this LOI Celebal Technologies Private Limited ("Company") is pleased to share with you the proposed offer terms.

Proposed Confirmation Date as FTE:	1st August, 2024
Designation:	Associate
Place of Posting:	Jaipur, Rajasthan
Total Compensation:	INR 6,50,000/- (Rupees Six Lakh Fifty Thousand Only/-)

Please refer "Annexure A" for details of the remuneration and other allowances.
The formal employment letter will be issued on the Date of Joining as per Company's standard process.
The Date of Joining and Training Date may vary as per the Date of Exams.
Your appointment to employment will be based on your performance during the internship and training period, *inter alia*.

The following are the key indicators to measure the performance:

- Attendance
- Behavior
- Attitude
- Job Knowledge
- Active Contributor in the Project
- Work Performance
- Learning and development
- Communication
- POC and R&D
- Certifications
- Team work

We look forward to have you as a part of Celebal Tech family.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Best Regards,



Sharthak Acharjee
Sr. Manager
Human Resources

Acceptance:
The above terms and conditions have been read and understood and the same are hereby accepted as the terms of my employment in the company. I understand that my employment is contingent upon my performance and completion of my graduation and subsequent communication of the same to the Company.



ıre)
Name: Esha Kapoor

Date: Aug 14 2023 11:45 IST

Annexure A

Date of Offer: 1st August 2024

Term Sheet:

Set forth below is the outline of the management compensation, terms and conditions by which the undersigned agree to abide.

The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed in any manner or form, directly or indirectly inside or outside the company without the company's consent.

Date: 12-August-2023
Name: Esha Kapoor
Company: Celebal Technologies Private Limited
Position: Associate

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Salary Structure:

	Particulars	Annual CTC	Monthly CTC
A	**CASH COMPONENTS**		
	Basic + DA	**2,73,804**	**22,817**
	HRA	**1,09,524**	**9,127**
	Fixed/Total Allowances	**87,924**	**7,327**
	Bonus	**54,756**	**4,563**
	Total Cash Components	**5,26,008**	**43,834**
	Less: Deductions		
	Employee's Contribution to EPF Fund	**21,600**	**1,800**
	Total Deductions	**21,600**	**1,800**
	Net Pay	**5,04,408**	**42,034**
B	**NON-CASH COMPONENTS**		
	Company's contribution to EPF Fund	**21,600**	**1,800**
	Health & Accidental Benefit	**2,392**	**199**
	Performance Bonus (Variable, based on target achievement, to be paid Quarterly)	**50,000**	**4,167**
	Total Non-Cash Components	**73,992**	**6,166**
	Cost to Company	**6,00,000**	**50,000**

***Performance Bonus will be shared based on the individual, team and organizational performance, subject to the sole discretion of management of the Company.**

***You're eligible for one-time retention bonus of Rs.50,000 in addition to the Total CTC, post completion of 12 months as a Full-time Employee, subject to the terms and conditions including but not limited to your performance, feedback, code of conduct, attendance and parameters as per Company Policy.**

***The retention bonus must be returned to the company along with the service agreement breaching amount if you leave within 6 months of the transaction.**

Notes:

Basic	Paid on Monthly basis and is subject to tax, as per applicable law.
HRA	Provided to meet the cost of accommodation and is calculated at 40% of basic. It is paid on monthly basis and is subject to tax.
Other & Fixed Allowance	It is paid on monthly basis. This element has no linkage to any component of compensation and is subject to tax.
Medical	It is a benefit provided by the company. The coverage includes health and accidental insurance. The coverage for accidental insurance is 10L and for health insurance is 4L.
PF	As per the employee P.F. Act 1952, an employer is required to contribute minimum 12% of basic salary to EPF and the equal amount will be deducted as employee contribution from employee's monthly payroll.
Performance Bonus	The objective of bonus is to incentivize employees to achieve specific pre-determined goals. The performance evaluation will be done on quarterly basis. The first quarter bonus will be pro-rated basis from Date of Joining. This is subject to management discretion and can be revised from time to time. Payout of bonus is completely subjected to tax.
Retention Bonus	Retention Bonus is not considered part of CTC at the time of appraisal.

Sincerely,
For Celebal Technologies:

Sharthak Acharjee
Sr. Manager
Human Resources

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

THOUGHTSWIN SYSTEMS

Empower Your Data to Decision Journey

Sep 30, 2023

Divyanshu Tailor

Dear Divyanshu,

We are pleased to extend an offer you a position at ThoughtsWin System Private Limited as an intern. We were impressed with your qualifications and believe that your skills will be an excellent match for our needs.

Position: Intern
Duration: Until Graduation
Manager: Vinay Sinwar
Location: Jaipur
Hours: 9 Hours

Compensation and Benefits:

During your internship, the Stipend will be of 15,000/- per month post which will be revised to Rs. 550,000/- per annum

Terms and Conditions:

In the event of a probation period, the employer will count the first six month or until graduation as a training phase. The Trainee (Intern) must complete that phase. When the intern decides to depart before the training phase is over, they are responsible for paying the entire stipend as compensation for the training expenses.

Kind regards

Vinay Sinwar,Hiring Manager

Divyanshu Tailor

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Annexure- A

Doc ID	Documents to be provided
1	Copy of passing certificate or equivalent of Graduation exam and/or post- graduation exam, if applicable.
2	Copy of certificate/diploma of any additional professional qualifications acquired
3	Copy of Passport for proof of permanent address, identity and age. If no passport, then copy of Electricity bill and Ration Card/Driving License needs to be given.
4	Recent Passport size photographs (2 nos.)
5	Copy of PAN Card (Both the sides). In absence of PAN card, copy of application for PAN card must be given to the organization within one month from joining
6	Copy of Aadhar Card (Both the sides). In absence of Aadhar card, copy of application for Aadhar card must be given to the organization within one month from joining
7	NOC from your college, where in you are allowed to work with us a Full-Time employee and will take leave only during the examination. You will not be allowed to sit for other campus recruitment once you accept our offer.

Canada: Unit 204, 9900 King George Blvd, Surrey, BC V3T 0K7
India: 904, Mall of Jaipur, Gandhi Path, Vaishali Nagar, Jaipur, Rajasthan, 302021

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Ref: TCSL/CT20234220302/2202674/Ahmedabad
Date: 29 July 2024

MR. DIVYANSH AGARWAL
52, Hanuman Vatika A, Gokulpura, Kalwar Road,
Jhotwara, Jaipur,
Rajasthan-302012.

Sub: Joining Letter

Dear Mr. Divyansh Agarwal,

We would like to take this opportunity to extend you a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **12th August 2024** , your joining location is **Mumbai** and work location is **Mumbai** . You will be assigned a role in a Unit as per business requirements of TCSL.

TCS Onboarding Team will reach out to you over email in the next few days to guide you further on the onboarding process and steps to be taken to prepare yourself for onboarding.

If you have participated in TCS pre-joining 'Xplore' learning program, you have a headstart! We appreciate your passion for learning. You are now all set to experience learning through our coveted TCS Initial Learning Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400021
Corporate Identification Number (CIN): L22210MH1995PLC084781

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

TCS Initial Learning Program (ILP)

Learning is a way of life at TCSL. The TCS Initial Learning Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS pre-joining 'Xplore' learning program , making you 'project ready'.

The duration of your TCS Initial Learning Program is based on your performance in TCS pre-joining 'Xplore' learning program and business requirements.

The TCS Initial learning Program(ILP) is a training program especially curated for you as per TCSL business requirement. The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Initial Learning Program(ILP). In case, your performance does not meet the expectations, the management reserves the right to either extend your program or terminate your traineeship forthwith.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You must also fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in NextStep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

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Sitapura, JAIPUR

We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development
TCS Human Resources

Click here or use a QR code scanner from your mobile to validate the joining letter

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Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Offer: Computer Consultancy
Ref: TCSL/CT20234220302/Ahmedabad
Date: 13/07/2024

Mr. Divyansh Agarwal
52, Hanuman Vatika A, Gokulpura, Kalwar Road,
Jhotwara,
Jaipur-302012,
Rajasthan.
Tel# -

Dear Divyansh Agarwal,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be INR **7,00,022/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 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/ TCS Initial Learning Program (ILP); (detailed under Terms & 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.

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COMPENSATION AND BENEFITS

BASIC SALARY
You will be eligible for a basic salary of INR **15,000/-** per month.

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

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

1. **House Rent Allowance (HRA)**
   Your HRA will be INR **7,500/-** 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. **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 INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. **Communication Allowance**
   You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.

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5. **Personal Allowance**
   You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of ₹**4,300/-**. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus
Your Performance Bonus will be ₹**3,100/-** per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

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

CITY ALLOWANCE

You will be eligible for a City Allowance of INR **400/-** per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

OTHER BENEFITS

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

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to INR **6,000/-** per insured person per annum and basic hospitalization expenses up to INR **2,00,000/-** per insured person per annum.

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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 INR **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 INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

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

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

RETIRALS

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 towards Provident Fund as per the provisions of the said Act.

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You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity
You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

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 recommended 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.

3. **Probation Period**
   You will be on probation for three months. If your services are found to be satisfactory

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during the period of probation, your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment without any notice or payment in lieu thereof in case your performance, behaviour and/or conduct during the probation period is found unsatisfactory or the Background Check turns out negative.

4. Working Hours

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

5. Mobility

TCSL reserves the right to transfer / utilize your services to any of its offices, work sites, or associated or Affiliated companies in India or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer.The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

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 probation 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 offer 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 your appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

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10. 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 in this offer letter.

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. 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.

11. Terms and Conditions

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

12. 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.

13. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii.Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

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14. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining.

15. 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.

16. 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.

17. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in https://nextstep.tcs.com Your background check initiation is complete only when you initiate your BGC online at https://nextstep.tcs.com and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number 18. Submission of documents.

18. 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

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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 documents

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

19. TCS Initial Learning Program (ILP)

On joining TCSL, you will be given the benefit of formal training (TCS ILP Program) at our

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

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

offices, as identified, for such period as TCSL may decide.

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

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

20. 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.

21. 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.

22. 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.

23. Data Privacy Clause:

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

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

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specific organizational initiatives in force during your tenure in TCS.

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

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

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

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

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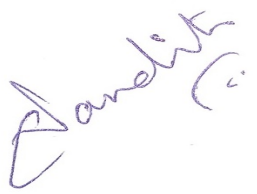
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Withdrawal of Offer

If you fail to accept the offer from TCSL within 3 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface

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

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GROSS SALARY SHEET **Annexure 1**

Name	**Divyansh Agarwal**
Designation	**Systems Engineer**
Institute Name	**Poornima College Of Engineering, Jaipur**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,300	51,600
Performance Bonus*	3,100	37,200
3) City Allowance	400	4,800
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
TOTAL GROSS	51,844	7,00,022

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.

*** For HIS - Note that Rs.7,900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Communication Allowance	0	0
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264

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Annexure 2

AHMEDABAD TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat. India	**BHUBANESWAR** TCS XP HR Lead Tata Consultancy Services, Kalinga Park | Talent Development Block | Barabati Building. IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.
BANGALORE TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066	**CHENNAI** XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India
DELHI XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303.India	**HYDERABAD** XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India
INDORE TCS XP HR Lead Tata Consultancy Services IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore -452018, Madhya Pradesh.	**KOLKATA** TCS XP HR Lead Tata Consultancy Services, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP & GP, Kolkata, West Bengal 700091.
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India
MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.	**NAGPUR** TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India
PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune -411057, Maharashtra	**TRIVANDRUM** TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark campus, Kariyavottam P.O. Trivandrum-695581, India

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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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

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2. Associate's Obligations

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

3. Intellectual Property Rights

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

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4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

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

8. No License

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

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9. Equitable Rights

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

10. General

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

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

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

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

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

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

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CRM LANDING
TECHNOLOGY YOU CAN TRUST

GSTIN: 08AAJCC5614J1ZI
www.crmlanding.in

08/08/2024

To Whom It May Concern

Dear Mr. Devesh Sharma,

This Is to confirm that Mr. Devesh Sharma has successfully completed 7 months (From 19th January 2024 to 8th August 2024) of internship at **CRM Landing Software Private Limited** as an **Associate Salesforce Developer**. During this period, he has demonstrated outstanding dedication, enthusiasm, and the ability to learn and adapt quickly.

It is with pleasure that we attest to Devesh Sharma commitment to professional growth and development during their tenure with us. He has been a valuable member of our team, and we believe he has gained valuable experience that will serve his well in his future endeavors.

We wish you tremendous success in the coming years and look forward to your long- term association and contributions to CRM Landing Software Pvt. Ltd.

Yours Sincerely,

For CRM Landing Software Private Limited,

Oshin Barotia
HR Manager

2nd Floor, Shyama Royal, Near Mamta Sweets, Shastri Nagar, Ajmer - Rajasthan (305001) INDIA
hr@crmlanding.in | info@crmlanding.in +91 86199 48778 | +91 97859

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Job Offer Letter

Mr. DEEPAK KUMAR TIWARI, April 08, 2024

S/o Mr.

Address:

Dear Avinash,

We are pleased to offer you, subject to the Offer Contingencies below, a position as an **RPA Trainee** with Roboticsforsure LLP**.**

Offer Contingencies: This offer, is contingent on:

You have no conflicting obligations that would prevent you from working for Roboticsforsure LLP.

1. **Compensation:** Your remuneration will be at the rate of **15,178/- (CTC) per Month during the Probation/training period.** You are entitled to a compensation package of **20,187/- (CTC) per Month for the first year after successful completion of training.** Based on your performance, you may be entitled to an increment in the next year, which can be up to 30%. Your Salary in hand will be after Your PF/ESI/TDS Deductions from CTC as per Govt. Norms.

2. **Appointment Date:** your appointment is effective from **April 10, 2023,** and you will report to the Head of Recruitment Dr. Rakhi Chauhan.

3. **Probation/Training period:** After the joining date, the first 1 month will be considered as a probation period and the next 5 **months** will be considered a training period. During the training period, you are not entitled to have any vacations. After successful completion of training, you may be offered full-time employment.

4. While on **probation/training,** depending on your performance the Firm at its discretion may extend the probationary/training period and/or confirm you as a permanent employee.

5. The initial contract period for your employment is up to 24 **Months of full-time employment including probation/Training period,** based on your contract period Firm has few binding conditions.

a. You must sign a bond guarantee for the equivalent in terms of **12 months of current basic salary compensation;** a separate document will spell out the exact terms and conditions.

b. You need to provide a **signed cheque to comply with the agreement.**

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6. Your entitlement to a statutory bonus will be as declared from time to time provided your basic salary is within the limits prescribed under the Payment of Bonus Act, in addition to the Project incentive.
7. If, however, you should decide to terminate your employment with the Firm, based on your responsibility you must provide the Firm with **at least 2 Months of the notice period,** prior the relieved from your job responsibility. In the case of immediate release, you may have to compensate in financial terms. Also as forced saving amount will be forfeited as a Penalty.
8. In case of termination of services without notice period, Firm may not release the reliving and experience documents to support your employment. As well as **Firm, may blacklist the candidate for future employment.**
9. **Vacation:** During the job, you are a permanent employee you are allowed 12 days (Paid/Planned Leaves) per year to be used as medical or vacation days. All the vacation will be approved two weeks in advance.
10. Office working hours are 9:30 AM to 6:30 AM, but the work facility is available for employees to use 24x7.
11. You are required to have an average of 45 hours of work per week, Lunch and personal break times are excluded from the minimum work hour requirement.
12. Submit an Original of your credentials and emergency contact information for verification **on or before April 10, 2024.**

a. Certified copy of PAN Card/AADHAR Card/Voter ID/Driving License **(PAN and AADHAR is mandatory)** issued by Government Authority.

b. Certified copy of Educational Certificate issued by Board/University.

Note: Your Originals will be returned after verification.

13. Your appointment is a full-time assignment, and you will not at any time engage in any paid occupation or business outside the Firm without obtaining the prior written consent of the Firm. Further, this offer is subject to your undertaking that you will not during your employment with the Firm or at any time thereafter disclose to any person, firm, or Firm any information concerning the affairs of the Firm, or disclose, without the written permission of the Firm, any information which is or may be confidential.
14. A condition of your service is that you can be transferred temporarily or permanently for duty anywhere in India or abroad depending on the exigencies of work of the Firm or its affiliates/subsidiaries.

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15. Salary and level of earnings within your group is personal to you depending upon your background, experience, and performance. As such a comparison between individual employees is invidious. Information related to your payroll is strictly confidential and as such you are requested not to discuss or disclose any information pertaining to your and other's salary perks.

16. Income tax and other taxes if any will be to your account and is subject to deductions at source wherever applicable.

17. For any further clarification on matters related to your salary/perks, you are requested to personally contact HRD Department.

18. The terms and conditions of your service are subject to change from time to time by the Firm.

Sincerely,

Brijesh Singh

CEO

I have read the provisions of the Employment Agreement and I accept the above offer.

Date:

08/04/2024

DEEPAK KUMAR

TIWARI

RPA Trainee

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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ANNEXURE A

SALARY STRUCTURE DETAILS

Further to your offer as **RPA Trainee** with our organization, the details of your salary structure are given herewith. The salary is liable to deductions as per the Indian Income Tax Act.

COST TO FIRM				
Particular	**In Probation / Training**		**After Probation**	
	Monthly in	**Annual in**	**Monthly in**	**Annual in**
Basic Salary	8,400.00	1,00,800.00	11,475.00	1,37,700.00
House Rent Allowance	3,360.00	40,320.00	4,590.00	55,080.00
Other (Special) Allowance	2,940.00	35,280.00	3,500.00	42,000.00
Sub Total 1 (Gross Salary)	**14,700.00**	**1,76,400.00**	**19,565.00**	**2,34,780.00**
Employer contribution to ESIC @3.25% of Gross Salary	478.00	5,736.00	622.00	7,464.00
Total Cost to Firm	**15,178.00**	**1,82,136.00**	**20,187.00**	**2,42,244.00**

RoboticsForSure LLP
Plot No. 83/130, Third Floor, Opp. Govt. Girls Poly. Degree College, Haldi Ghati Marg. Pratap Nagar, Sanganer, Jaipur (302033)
Contact us:+91 9413533399, 8619827131 | Visit us: www.roboticsforsure.com

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
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Sitapura, JAIPUR

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NET TAKE HOME SALARY SUBJECT TO TDS IF ANY				
Gross Salary-Sub Total 1	14,700.00	1,75,400.00	19,565.00	2,34,780.00
ESI(Employee'sContribution to ESI @.75% of Gross Salary)	110.25	1,315.50	146.73	1,760.85
Net Take Home Salary	**14,111.75**	**1,69,349.00**	**18,796.27**	**2,25,555.00**

Gratuity (as per Govt. Norms):	You do complete 5 years of continued service with the organization; you are eligible for a Gratuity benefit	
Benefits	**Insurance**	After 1 year continue
	Bonus/incentive	As per your work performance
TDS Deductions		TDS Deduction as per Indian Income Tax Act.

For, Roboticsforsure LLP

Dr. Rakhi Chauhan
Director HR and Finance

DEEPAK KUMAR TIWARI
RPA Trainee

RoboticsForSure LLP
Plot No. 83/130, Third Floor, Opp. Govt. Girls Poly. Degree College, Haldi Ghati Marg. Pratap Nagar, Sanganer, Jaipur (302033)
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ANNEXURE B

Please get the below documents on the date of joining Roboticsforsure LLP

1	Offer Letter (Self Attested)
3	2 passport size photos
4	Updated Resume
5	Photocopies (Self Attested) & Originals for Verification
	- Degree Certificate & Mark Sheet
	- Any Other Certificates
6	IDENTITY PROOF (Any two of the following)
	- Valid Passport Photocopy
	- Driving License Photocopy
	- Voter ID Card Photocopy
	- **AADHAR CARD Photocopy (Mandatory)**
	- **PAN Card Photocopy (Mandatory)**
7	Proof of Date of Birth (10th Class Mark Sheet)
8	**Signed Cheque of Personal Account (Mandatory)**

Dr. Mahesh Bundele
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Sitapura, JAIPUR

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CELEBAL TECHNOLOGIES
Celebal Technologies Private Limited

CIN : U72900RJ2016PTC056190
+91-8905993615
enterprisesales@celebaltech.com
www.celebaltech.com

PRE-PLACEMENT OFFER LETTER ("PPO")

Date: 11th September 2024

Dear **Deepak,**

We, at Celebal Technologies Pvt Ltd, are delighted to formally appoint you to the position of an **Intern** in the **Data Engineer** domain. Your skills and expertise align seamlessly with our organizational needs, and we are confident that your contributions will make you a valuable asset to our team.

Name: **Deepak Dayma**
Department: **Big Data & EDW**
Location: Mansarovar, Jaipur, Rajasthan
Country: India

Joining Code:CH'24/DE/PCEJ/0924/135
PPO Code:CH'24/DE/PCEJ/0525/135

We would like to have your response by **13th Sep 2024,** EOD. In the interim, should you have any questions or concerns, please do not hesitate to reach out to the undersigned. Upon your acceptance, we will provide guidance on the necessary joining formalities. Your seamless onboarding is our priority, and we are here to assist you throughout the process.

In the event of no response by **13th Sep 2024,** EOD, this offer of employment will automatically be deemed null and void.

Please refer to the specific terms and conditions of your employment in "Appendix A." We encourage you to thoroughly review these documents to ensure a comprehensive understanding of your remuneration package and the terms governing your employment.

Disclaimer: This offer of employment is private and confidential, intended solely for the addressee. Any unauthorized dissemination, distribution, or copying of this communication is strictly prohibited

We look forward to having an enriching association with you.

For and on behalf of Celebal Technologies Pvt Ltd

Sharthak Acharjee
Senior Manager | Celebal Technologies

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
RIICO Institutional Area
Sitapura, JAIPUR

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Acceptance:

I HEREBY ACKNOWLEDGE THAT I HAVE THOROUGHLY READ THE ENTIRE AGREEMENT. I UNDERSTAND AND AGREE TO ABIDE BY THE TERMS AND CONDITIONS OUTLINED IN THE AGREEMENT THROUGHOUT MY TENURE WITH THE COMPANY. I WILLINGLY CONSENT TO COMPLY WITH THESE TERMS AND UNDERTAKE TO FULFILL MY OBLIGATIONS WITH UTMOST SINCERITY.

Signature: _____

Name: _____

Date: _____

Appendix A

INTERNSHIP DETAILS:

Internship Commencement Date	17th Sep 2024,
Internship Stipend	Rs. 10,000/- per month
Designation:	Junior Associate
Place of Posting:	Mansarovar, Jaipur,Rajasthan

TRANSITION TO FULL TIME EMPLOYEE DETAILS:

Your association with the Company will begin in the role of a Junior Associate starting from the Internship Commencement Date until you transition to a Full-Time Employee (FTE). We anticipate the following timeline to unfold successfully, provided all aspects progress as planned.

Traineeship Commencement Date:	1st Jan 2025
Traineeship Stipend:	Rs. 15,000/- per month
Proposed Confirmation to FTE Commencement Date:	1st May 2025
Cost to the Company (CTC)*:	Rs. 6,50,000 per annum

Please note:

a) The transition from Intern to Trainee and subsequently from Trainee to Full-Time Employee is contingent upon your performance within the organization.
b) This progression is dependent on your accomplishments and contributions during your tenure with us.

Your dedication and contributions will play a pivotal role.

ELEVATE YOUR CAREER: CELEBAL'S EXCEPTIONAL EMPLOYEE BENEFITS

- Exciting Pathways for Long-term Career Growth
- Unlock Global Certification Achievements
- Tailored Tenure Enrichment for Your Personal Growth
- Embark on MS Programs with Our Generous Sponsorship
- Explore a World of Rotational Opportunities
- Fuel Your Success with Dynamic Learning Initiatives
- Earn Incentives for Your Ongoing Dedication
- Prioritize Health & Wellness with Exclusive Benefits

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ANNEXURE A

SALARY STRUCTURE

Particulars		Annual Total CTC	Monthly CTC
A	**FIXED MONTHLY COMPONENTS**		
	Basic	273,804	22,817
	HRA	109,522	9,127
	Bonus	54,761	4,563
	Fixed Allowances	87,921	7,327
	Total A	**526,008**	**43,834**
	Less: Employee's contribution		
	Employee's Contribution to EPF Fund	21,600	1,800
	Total B	**21,600**	**1,800**
	NET PAY	**504,408**	**42,034**
B	**RETIRALS, HEALTH & WELLNESS BENEFITS**		
	Company's contribution to EPF Fund	21,600	1,800
	Health & Accidental Benefit	2,392	199
	Total C	**23,992**	**1,999**
	FIXED CTC	**550,000**	**45,833**
C	**VARIABLE COMPONENT**		
	PLI (KRA based Incentive awards) (Half yearly Payment)	**50,000**	**4,167**
D	**CONVENIENCE & BENEFITS (Annual Payment)**		
	Retention Bonus	**50,000**	**-**
	TOTAL COST TO THE COMPANY	**650,000**	**54,167**

*You are requested to make a note of the following points:

a) Performance Bonuses(PLI): Celebal's performance bonuses are based on individual, team, and organizational accomplishments, granted at the discretion of management.

b) Retention Bonus: After completion of your first 12 months as a Full-time Employee, you qualify for a one-time retention bonus of Rs. 50,000/-. This bonus, in addition to your Total CTC, is subject to various factors, including but not limited to your performance, adherence to Company's Code of Conduct, Attendance, and other parameters in alignment with the Company Policy. This is Company's heartfelt gesture to acknowledge and appreciate your unwavering dedication.

Dr. Mahesh Bundele
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FOR YOUR REFERENCE, KINDLY NOTE:

Basic	The basic salary is paid on a monthly basis and is subject to taxation in accordance with the applicable laws.
HRA	The accommodation allowance, which covers accommodation expenses, is calculated at 40% of the basic salary. It is disbursed on a monthly basis and is subject to taxation.
Other & Fixed Allowance:	This allowance is paid on a monthly basis. It is an independent component of compensation and is subject to taxation.
Medical:	This is a company-provided benefit that includes both health and accidental insurance coverage. The accidental insurance coverage is up to 10 lakhs, while the health insurance coverage extends to 4 lakhs.
PF:	As per the Employee Provident Fund (EPF) Act of 1952, the employer is mandated to contribute a minimum of 12% of the employee's basic salary to the EPF fund. Simultaneously, an equal amount is deducted as an employee contribution from the monthly payroll.
Performance Bonus(PLI):	The objective of the bonus program is to incentivize employees to attain specific pre-determined goals. Performance evaluations will be conducted quarterly, and the bonus for the first quarter will be pro-rated based on the date of joining. Please note that bonus terms are subject to management's discretion and may be revised periodically. Additionally, it's important to be aware that bonus payouts are subject to taxation.
Retention Bonus:	The retention bonus is not factored into the calculation of the Cost to Company (CTC) during the appraisal process.

We are delighted about the prospect of welcoming you to Celebal and have full confidence that you will make a meaningful contribution to our team. Please accept our warm congratulations on this offer letter.

We kindly request your signed acceptance of this offer by **13th Sep 2024**, and we eagerly anticipate your arrival on **17th Sep 2024**.

For and on behalf of **Celebal Technologies Private Limited**

Sharthak Acharjee
Senior Manager | Celebal Technologies

Dr. Mahesh Bundele
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Director
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CIN L64200MH1986PLC041370

Ref: 990840/2307952/ELTP **26-Aug-2024**

Mr. Chandan Jangir
Noida (Up) - 110110
Mobile: 9660199804

Subject: Offer of Appointment

Dear **Mr. Chandan Jangir**

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

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at **Band 'U' and Sub Band 'U1'** under **ELTP Scheme**.

2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called **"Entry Level Integrated Training and Enablement"(ELITE)** will include physical classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.

3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.

4. Your remuneration "Annual Total Cash Compensation" will be **INR 325000(Three Lakh Twenty Five Thousand).** Please refer **Annexure A** for details on the compensation and statutory deductions.

5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

6. This offer is valid subject to your fulfilling the following: -

   - The academic criteria of minimum aggregate of 70% or as communicated to you at the time of interview;
   - Meeting the set eligibility criteria at the end of your academic course
   - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
   - Submission of all necessary legal documentation pertaining to your employment.

7. You are required to sign a **service bond (Draft at Annexure I)** with our organization for a sum of **INR 1,00,000/-** (**INR One Lakh Only**). As per the bond you will be required to serve the Company for a minimum period of **2 years** from the date of your joining. Your joining to Tech Mahindra will be subject to successful submission of all mandatory documents, failing which the company reserves the right to withdraw your employment offer. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **INR15,000/-** (**INR Fifteen Thousand Only**) towards travel & movement of baggage, initial hotel accommodation and deposit for

Chandan

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residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.

8. Your employment with us will be governed by terms and conditions as specified in **Annexure B**.

9. You are required to join on **05-SEP-2024 and** report to **VIBIN UTHAPPA A H** at **9:00 AM** for Virtual Joining Process to complete the joining formalities. at **TECH MAHINDRA**, **SITE NO.44(P), 46(P), KIADB INDUSTRIAL AREA, ELECTRONIC CITY, PHASE - II, BENGALURU 560100**. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing., You are required to submit soft copies of the original documents as per **Annexure C** to the recruiter and HR Team respectively.

10. You are required to report to office the next day of completing virtual joining process for the training at the address mentioned above. The location of posting would be communicated to you upon successful completion of training.

11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency. In case of any discrepancy in your background verification, the Company shall, in its absolute discretion, withdraw this Offer or terminate your employment with immediate effect, without any notice pay, by giving you a written notice thereof.

12. This Offer is issued to you based on the information provided by you in your application form along with the supporting documents to be submitted within the timelines as stipulated in as per **Annexure ?C**. In case the Company notice any discrepancy and/or incorrect information in your application form or you fail to submit your supporting documents for background verification within one week of receiving the offer or within 72 hours of joining whichever is earlier the Company shall, in its absolute discretion, withdraw this Offer or terminate your employment with immediate effect, without any notice pay, by giving you a written notice thereof.

13. Kindly confirm your acceptance of this offer of appointment to **campusjoining@techmahindra.com** by **02-SEP-2024.**

For Tech Mahindra Limited

R Krishna

Krishna Ramaswami
Global Head - People Supply Chain

Encl: **Annexure-A** (Salary Structure, **Annexure-B** Important / Indicative Terms & Conditions of Employment, **Annexure-C** Check List of Documents, **Annexure-D** Confidentiality Agreement, **Annexure-E** Medical Self Declaration, **Annexure F** Intellectual property Assignment, **Annexure-G** ?General Covenant, **Annexure - H** Acknowledgement, **Annexure I** Indemnity bond

Chandan

Date: **27-08-2024**

Signature:
Chandan Jangir

Chandan

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ANNEXURE - A

NAME	**Mr Chandan Jangir**
TITLE	**Associate Software Engineer**
BAND	**U1**
LOCATION	**BENGALURU**

COMPONENTS	**Per Annum** (All figures in INR)
BASIC (@40% OF TOTAL FIXED PAY)	111397
HRA (@70% OF BASIC)	77978
BONUS / STATUTORY BONUS	48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	13368
FLEXIBLE COMPONENTS OF TFP	27750
TOTAL FIXED PAY..... (A)	**278493**
TOTAL VARIABLE PAY (TVP)..... (B)	**30944**
ADDITIONAL BENEFITS..... (C)	**15563**
GRATUITY	5359
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	10204
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	**325000**

1. **Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.

2. **Flexible Benefit Plan (as applicable):** , You are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

(Contd...)

Chandan

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ANNEXURE A (Contd...)

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

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

Notes:

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

For Tech Mahindra Limited,

R Krishna

Krishna Ramaswami
Global Head - People Supply Chain

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ANNEXURE - B

1. **Terms and Conditions**

(a) **Code of Conduct.**

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

(b) **Secrecy**

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

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

(c) **Conflict of Interest**

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

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

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

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

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

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

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

You hereby covenant and undertake that you will:

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

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

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

i) You must, if requested by The Company, delete all confidential information from any reusable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in your possession or under your control.

ii) All software, systems, ideas, concepts, designs, documentation or any other material produced by you, during the period of your assignment to the Tech Mahindra will either be Intellectual Property of the Tech Mahindra or that of its customers. You will not have any rights to such material as described above.

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

(g) **Mandatory Period of Service**

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

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

i) Yourself leaving, abandoning or resigning from the services of the Company

Or

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ii) Your services being terminated by the Company for nonperformance, breach of any of the terms & conditions of your service or for any other reason whatsoever,

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

2. **Assignments/Transfer/Deputation**

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

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

3. **Termination of Employment**

i) **Training Period**: During the initial training period as mentioned in Offer letter, your performance would be closely monitored and if your performance is not as per the prescribed criteria, the Company reserves the right to terminate your services without notice.

ii) Either party can terminate this employment by serving a notice of **90 days** on the other. The Company may at its absolute discretion make a payment representing salary (basic) in lieu of notice of termination. However, for cause like refusal to accept any project allocated by the Company, refusal to relocate at other locations of the Company, refusal to work in shift, misconduct, gross negligence, willful insubordination or disobedience, misbehavior or non-performance, Tech Mahindra Limited may terminate your services with immediate notice. The Company shall have the right to place you under suspension on subsistence allowance and benefits as applicable pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud or other circumstances, which expressly provides for termination of your employment which if proved, would entitle The Company to dismiss your services summarily.

iii) In the event of your serving on The Company a notice of termination of employment by submitting a resignation letter, your release will be governed by the relevant policies in force at that point in time, subject to satisfactory handing over of your duties, responsibilities, Company documents, Company assets, etc. to the relevant parties.

iv) In case of Associates who are governed by any other service agreement(s) for serving a minimum stipulated period, the associate will need to mandatorily fulfill requirements of **Clause 3** along with applicable exit policy clauses under stipulated service period agreed to and provided therein.

v) Unauthorized absence or absence without permission from duty for a continuous period of 7 working days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.

vi) You will be governed by The Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated as per the procedure mentioned in **Clause 3** herein above. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.

vii) Reference check will be made from your previous employers and other references as may be deemed appropriate. In case there is any adverse report against you which may be detrimental to the interests of The Company or if the information furnished by you is not true, The Company reserves the right to terminate your services as per the procedure mentioned in **Clause 3** herein above on the grounds of misrepresentation of facts.

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viii) In addition to The Company's right to carry the above verifications, you shall fill in and sign the Criminal Disclosure Declaration Form. In the event you have been accused, charged and/or convicted for any criminal offence, at any time whether prior or subsequent to your joining The Company, you shall make full disclosure of the same and furnish all necessary documents in support thereof. In the event you have been accused, charged and/or convicted for any criminal offence, your joining shall be subject to specific written confirmation from The Company. The Company at its sole discretion reserves the right to terminate your employment as mentioned in **Clause 3** or take appropriate disciplinary action against you or revoke this Offer Letter. In the event of suppression of any facts, The Company shall be entitled to take such other action at any time as it may deem fit.

ix) The Company reserves the right to carry out banned/ illegal drugs/narcotic substance screening tests on you at any point of time during your tenure. You understand and acknowledge that this is a requirement and you have no objections whatsoever if such checks, banned/ illegal drugs/narcotic substance screening tests and verifications are carried out by The Company or a third party agency engaged by The Company. Arising out of such verification or check or otherwise, if it is detected that the information furnished by you in your application is misstated or is unstated or document submitted by you are not correct or banned/ illegal drugs/narcotic substance screening tests, results are positive, The Company shall, at its sole discretion be entitled to forthwith terminate your employment as per the procedure mentioned in **Clause 3** herein above and/or revoke your appointment with The Company, without further reference in the matter.

x) The Company reserves the right to terminate your employment with immediate effect, without requiring to provide any notice period and/or salary in lieu of notice period, if The Company finds that any of the information you have provided to The Company is incomplete, false, inaccurate, misleading or you have omitted, concealed or misstated any information whatsoever, including without limitation, your previous employment and/or business activities. This offer of employment is released to you based on your declaration that you have not been convicted for any criminal offence in the past and no criminal action is pending against you before any competent court. In the event, The Company finds that the criminal declaration given by you is incorrect, then The Company shall be entitled to forthwith withdraw the offer of employment or terminate your employment with immediate effect without requiring to provide any notice period and/or salary in lieu of notice period.

4. **Statement of Facts**

(a) It must be specifically understood that this offer is made based on your proficiency on Technical/Professional skills you have declared to possess as per the application, and on the ability to handle any assignment/job independently anywhere in India or overseas. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by The Company, The Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.

(b) You confirm and represent that there exists no personal circumstances which are likely to affect your liability to discharge your obligations in the course of your employment. You further undertake to notify, your line manager and HR Manager immediately of any material change in personal circumstances that may have impact on the

status of your employment including, but not limited to, criminal convictions and/or cases pending, health issues, right to work in the country where work is to be performed etc.

5. **Company Policies**

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

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accordance with its needs from time to time.

6. **Personal Indebtedness**

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

7. **Restraints**

Access to Information

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

Authorization

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

Smoking

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

Passwords

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

Unauthorized Software

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

Security

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

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

(a) **Destroying Papers & Material**

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

(b) **Use of Company Resources**

(i) You shall use The Company's resources only for official purposes as per the applicable Company policy.

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

8. **Overseas Service Agreement**

As The Company will be spending substantial amount of time and money for your deputation / secondment abroad, you may be required to sign a deputation agreement with The Company and may also be required to execute a Surety Bond

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on such terms, as The Company may deem appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) your returning to India after completion of the project and serving The Company for a stipulated period).

9. **Intellectual Property Rights**
   You agree to disclose any invention, development, process, plan, design, formula, specification, program or other matter of work whatsoever (collectively "the Inventions") created, developed or discovered by you, either alone or in concert, in the course of your employment and the same shall be the absolute property of The Company. Any Intellectual Property Rights and rights to inventions arise out of your activities hereunder, or if ownership rights cannot be transferred under applicable law, any exploitation rights relating thereto, shall be transferred to The Company in accordance with applicable law. You shall, as and when requested by The Company (at Company's cost and expense), assist The Company in perfecting the Intellectual Property Rights in any manner The Company deems fit.
   You shall execute/sign the Intellectual Property Rights Assignment document as and when required by Tech Mahindra Limited or the Client.
10. **Jurisdiction**
    Even though The Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be in the courts in **Mumbai** only.
11. **Retirement**
    Your services with the Company will come to an end immediately upon your attaining the age of retirement as per the then prevailing policy of the Company. For the purpose of determining this, the age recorded with The Company shall be considered as final and conclusive.
    Termination of employment may also be initiated earlier by either party by serving prior written notice on the other, as per the notice period stipulated in this letter.
12. **General**
    The above terms and conditions including those in **Annexure - A** (Salary break up) are based on Company policies, procedures and other rules currently applicable in India as well as Overseas and are subject to amendments and adjustments from time to time. In all services matters, including those not specifically covered here such as Traveling, Leave, Working Hours, Retirement, Code of Conduct, etc. you will be governed by the rules of The Company as shall be in force from time to time.
13. You shall be present in the office during normal working hours as specified in the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project contingencies, you may be required to work on 24*7 project on shift basis if required and your working hours / work days may be modified/ altered from time to time. The Company does not encourage overtime work and accordingly does not have a policy for payment of overtime.
14. You shall provide details regarding the utilization of your time by entering the same into Tech Mahindra Limited's electronic timesheet system on a daily basis. In case you are attached to any project where the client may have requirement of recording specific time-efforts, you shall comply with such requirement also, in addition to Tech Mahindra Limited's timesheet system.
15. This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize The Company or any external agency through Tech Mahindra Limited to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining The Company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or demur.

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

Name in full	:	**CHANDAN JANGIR**
Signature	:	
Address	:	**C/O NARENDER JANGIR, H.NO. 116, WARD NO. 12, BEHIND BANK COLONY, NEW GOTHRA, KHETRI NAGAR, DIST. JHUNJHUNU (RAJ) - 333504**
Date	:	**27-08-2024**

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Place KHETRI NAGAR :

ANNEXURE - C - Checklist of Documents

A. Following documents required to be submitted in soft copies to the Recruiter for Background Verification within one week of receiving the offer or within 72 hours of joining whichever is earlier.

a) Tech Mahindra Application & BV Form

b) All educational certificates including

i) Class 10th 12th marksheets and passing certificate or qualifying exam marksheet and passing certificate.

ii) Graduation Degree / Certificate

iii) Post Graduation Degree / Certificate, if applicable

iv) Any other Degree/Certificates/Diploma which has been mentioned by you in your Resume

v) Gap Justification, if any

vi) PAN Card Copy

vii) Aadhaar Card Copy (Both Front & Back copy)

viii) Any other additional documents required for Customer specific checks

B. At the time of joining, you are requested to submit **soft copies of the folloing documents to the HR Team on or before your date of joining.**

(a) Certificates' supporting your educational qualifications along with marks sheets - **Three** copies each

- Xth Certificate & mark sheets
- XIIth Certificate & mark sheets
- Degree Certificate & Semester/year-wise mark sheets
- Master's Certificate & Semester/year-wise mark sheets
- Diploma/PG Diploma Certificate & Transcripts
- Any other Certificate with supporting documents ?if any

(b) Acceptance copy of Tech Mahindra Limited's offer of appointment duly signed

(c) **Five** passport-sized color photographs with white background

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(d) **Valid Passport**

Please submit copy of the valid Passport (front and back pages). In case you have applied for it, please submit the proof of Passport Office submission ticket. Upon receipt of Passport from Passport Office, please submit the documents to HR.

(e) **PAN Card and Proof of PAN Number**

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

(f) **Aadhaar Card**

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

(g) **PF UAN Number:** You MUST provide your PF UAN Card copy or UAN Number, if issued earlier. If you don't have a UAN number or if your previous organization has not created a UAN then you need to create self UAN number on EPFO website and share the same on or before your joining date.

(h) **Indemnity Bond**

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

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

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the Company reserves the right to revoke the offer. Please bring all the certificates supporting your educational qualifications along with mark sheets in original for verification only.

Candidate's Declaration:

I **CHANDAN JANGIR** hereby solemnly declare that I'll submit the required document as per the timelines mentioned above and I understand that if I fail to submit the required document within the stipulated time. I'll allow company to exercise its absolute discretion, to withdraw this Offer or terminate my employment with immediate effect, without any notice pay, by giving me a written notice thereof.

Name in full	:	**CHANDAN JANGIR**	**Date**	:	**27-08-2024**
Signature	:		**Place**	:	**KHETRI NAGAR**

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ANNEXURE - D - Confidentiality Agreement

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

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

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

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

Name : **CHANDAN JANGIR**
Signature :
Date : **27-08-2024**

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ANNEXURE - E - Medical Self-Declaration

MEDICAL DECLARATION FORM

Applicant ID *(To be filled by HR)*		Associate ID *(To be filled by HR)*	

First Name: **CHANDAN** Last Name: **JANGIR**

Gender: Male / Female **M** Date of birth (DD/MM/YYYY) **31 07 2002** Blood Group **B+VE**

Candidate's Medical History:

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

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months?			
Have you had any form of critical illness or operation in the last two years?		NO	
Have you ever been diagnosed to have Cancer, Tumor, Cyst or any similar type of growth?		NO	

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

	Heart Attack		Diabetes
	High Blood Pressure		Stroke
	Night Blindness		Valve Disorders
	Asthma		Slipped disc
Any other major disease/illness that you may be willing to disclose			

Candidate's Declaration:

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

Signature: Chandan

Name: CHANDAN JANGIR

Date: 27/AUG/2024
(DD/MMM/YYYY)

Chandan

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Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

ANNEXURE - F - Intellectual Property Assignment

Associate Name:
Associate ID:
Date:

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

(a) **Intellectual Property Assignment**

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

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

(b) **Restrictions after Termination**

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

WITNESSED
Narender Kumar

ACCEPTED

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

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

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

2. I acknowledge and agree that I am bound by all of the terms and conditions of my Service Agreement in addition to the terms and conditions of this agreement.

3. **Actions Required on Termination:** Upon termination of my employment at Tech Mahindra Limited whether voluntary or involuntary (or at any other time upon the request of Tech Mahindra Limited.), I shall return to Tech Mahindra Limited all of its property of which I have had custody, including all handbooks, manuals, notebooks, supplies, credit cards, keys, disks, tapes, records, statistics, data and Confidential Information (defined herein) for which I have acquired by virtue of my employment, regardless of form or media.

4. **Covenant Against Disclosure:** I understand that it may be desirable and necessary for Tech Mahindra Limited or any of its suppliers, licensors, licensees or customers to disclose to me information which may include, by way of illustration and not by way of limitation, technical information, designs, drawings, processes, systems, procedures, formulae, test data, improvements, price lists, financial data, code books, invoices, financial statements and other financial information, computer programs, disks, printouts, sketches, customer and prospect contacts, customer and prospect lists, names, addresses or any other compilation of information written or unwritten (both individually and collectively referred to herein as "Confidential Information") during the course of my employment.

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

   a. Because it may not be clear to Associate which information is Confidential Information, in order to minimize the possibility of inadvertent disclosure, Associate agrees to consult with Tech Mahindra Limited before making any disclosure of information covered by this Agreement.

   b. Associate may disclose information if such disclosure is directly pursuant to a valid and existing order of a court, or a governmental body or agency, within India; provided, however, that prior to such disclosure, the Associate (i) notifies Tech Mahindra Limited in writing of the prospective order, or proceeding giving rise to such order, and (ii) Tech Mahindra Limited has had the opportunity to prevent or limit such disclosure.

Chandan

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c. In the event of a breach or threatened breach of this Section 4 by Associate, Tech Mahindra Limited shall be entitled, in addition to all other remedies otherwise available to Tech Mahindra Limited to and Associate hereby consents to the issuance thereof forthwith in any court of competent jurisdiction without proof of specific damages. Associate waives any requirement for a bond in connection with any temporary or pendente lite injunctive relief.

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

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

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

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

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

a) I will not solicit, or attempt to solicit, or cause any third party to solicit, directly or indirectly, any customer of Tech Mahindra Limited for the purpose of selling or licensing products or services that are then competitive with the products and services that are then available to that customer from Tech Mahindra Limited provided, however, that this restriction shall apply only to customers of Tech Mahindra Limited with whom I actually have material contact (meaning direct interaction, such as through sales calls, presentations or other business dealings) in the course of performing my employment duties for Tech Mahindra Limited within the 12 months period preceding the date my employment with Tech Mahindra Limited ends. It is understood that this restriction

is necessary to avoid possible compromise of Confidential Information and business interest.

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

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associate of Tech Mahindra Limited to seek or obtain such employment with a customer of Tech Mahindra Limited This restriction applies to my acceptance of any employment by a customer through general advertising or third party recruitment;

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

8. **Compliance Not Contingent Upon Additional Consideration**: I understand and acknowledge that the wages, compensation,, benefits training and experience that Tech Mahindra Limited provides to me shall be full and sufficient consideration for the promises contained in this Agreement. I have not been promised, and shall not claim, any additional or special payment or compliance with the covenants and agreements herein.

9. **Damages and Remedies:** I acknowledge and agree that if violate this Agreement, Tech Mahindra Limited may take legal action against me as follows: (1) Tech Mahindra Limited may take legal action in the court specified below in **Section 13** for the liquidated damages specified in **Section 6** above and (2) a violation of this Agreement is likely to cause severe and irreparable Cause injury to the business, good will, client relations and proprietary information of Tech Mahindra Limited., an injury that is not adequately compensable by money damages alone. Accordingly, in the event of a breach (or threatened or attempted breach) of this Agreement, Tech Mahindra Limited. shall, in addition to any other rights and remedies, be entitled to immediate, appropriate injunctive relief, or a decree of specific performance of this Agreement, without the necessity of showing any irreparable injury or special damages, in any court of competent jurisdiction.

10. **Severability:** Each clause and provision of this Agreement is severable from the contract and if one provision is declared invalid, the remaining provisions shall nevertheless remain in full force and effect. Further, the invalid provision or part shall remain enforceable to the extent permitted by law.

11. **Entire Agreement**: This Agreement reflects the full and complete agreement between myself and Tech Mahindra Limited on the subjects covered herein and supersedes and replaces all prior negotiations or agreements, whether written or oral. This Agreement shall only be modified, altered, or replaced by a subsequent writing, signed by myself and an authorized officer of Tech Mahindra Limited.

12. **Binding Effect:** This Agreement shall inure to the benefit of, and be binding upon, my heirs, executors, administrators and personal representatives as well as the subsidiaries and affiliates of Tech Mahindra Limited (together with their successors and assigns).

13. **Choice of Law:** This Agreement will be governed and controlled in all respects by the laws of India.

14. **Choice of Forum:** The parties submit to the jurisdiction and venue of India with respect to any action arising, directly or indirectly, out of this Agreement or the performance or breach of this Agreement. The parties stipulate that the venues referenced in this Agreement are convenient.

In the event of any violation of the terms of this clause, I agree that I shall be liable to Tech Mahindra Limited for liquidated damages in the amount of the gross salary earned by me during the preceding one year from the date of such breach. I

acknowledge and agree that said amount constitutes liquidated damages and not a penalty, and that the amount is a reasonable and fair estimate of the actual damages that Tech Mahindra Limited would incur upon such breach.

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

Executed this _____ day of _____, 20___

For and on Behalf Of
Tech Mahindra Limited

R Krishna

Krishna Ramaswami
Global Head - People Supply Chain

Signature _____

(Chandan Jangir)

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ANNEXURE - H - ACKNOWLEDGMENT

This acknowledgment shall be attached to and considered part of the employment agreement executed this date by and between Tech Mahindra Ltd "Company" and the **Mr. Chandan Jangir** "Employee".

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

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

IN WITNESS WHEREOF, and intending to be legally bound hereby, the Employee has set his or her hand on this 27 day of 08 (month), 2024 (year), and hereby acknowledges, understands and agrees to the above.

Chandan

CHANDAN JANGIR
[Name & Signature]

Witness/ Notary Public: Narender Kumar

Chandan

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Annexure - I - INDEMNITY BOND WITH SURETY

This Indemnity is made and executed at **BANGALORE** on this **05th** day of **September 2024** by Mr. **CHANDAN JANGIR AGE 22 YEARS** S/o Mr. **NARENDER KUMAR** a permanent resident of **KHETRI NAGAR** *hereinafter called "Employee" which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors and assigns] the party of the first par

AND

Mr. **NARENDER KUMAR** age **51 YEARS** S/o Mr. **SAGAR MAL** a permanent resident of **GOTHRA KHETRI NAGAR**[hereinafter called **"Surety"** which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors and assigns] the party of the second part,

IN FAVOUR OF Tech Mahindra Limited, a company incorporated under the Companies Act, 1956 and having its Corporate Office at Info city, Hi-tech City Layout Madhapur, Hyderabad 500081,India [hereinafter called **"Tech Mahindra"** which expression shall, unless repugnant to the context or meaning thereof, mean and include its successors-in-interest and permitted assigns].

WHEREAS the **Employee** has been selected for appointment as **ASSOCIATE SOFTWARE ENGINEER** in the Band **U** in the service of Tech Mahindra.

AND WHEREAS an Offer of Appointment containing the terms and conditions of the appointments has already bee n issued to the **Employee** vide letter No **990840/2307952/ELTP** dated **26-Aug-2024** of **Tech Mahindra**.

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

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

Chandan

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NOW THIS INDENTURE WITNESSETH as under:

1. In compliance of the aforesaid condition in Offer of Appointment subject to which **Tech Mahindra** has agreed to give appointment to the Employee, the Employee **hereby** undertakes to undergo the Initial Training Programme as provided by **Tech Mahindra** without any interruption whatsoever and serve **Tech Mahindra**, on its various projects at any location, in India or abroad, for a minimum period of **twenty four (24)** months from the date of joining.

2. The **Employee** hereby undertakes to devote his/her full time and attention to the business of **Tech Mahindra** with due care, skill and diligence. The **Employee** further undertakes to use his/her best efforts in the performance of his/her duties and responsibilities and abide by the rules and regulations of **Tech Mahindra**.

3. The **Employee** hereby undertakes to honor the commitment made by **Tech Mahindra** to its customer/s for completion of any project/s and further undertakes not to abandon any project before its completion.

4. The party of the Second Part i.e. **NARENDER KUMAR** agrees to stand as Surety for the due performance of the obligation of the **Employee** under this agreement of indemnity. **In case of breach of the terms of this indemnity by the Employee and** failure to indemnify Tech Mahindra, the Surety shall be jointly and severally liable to pay the aforesaid amount of **INR 100,000/- (INR One lakh only)** to **Tech Mahindra** with an interest at the rate as specified herein below, immediately on demand.

5. **The Employee further agrees and undertakes that in case, he/she commits breach of the above conditions and resigns from or leaves/abandons the service and/or neglects in performance of the duty assigned to him/her leading to termination of his/her service as per rules/regulations, by Tech Mahindra, he/she shall pay an amount of INR 100,000 (INR One lakh only) with the interest thereon @ 15% per annum from the date of breach of the above till the payment thereof, as liquidated damages/cost of training including on the job training, the expenses which Tech Mahindra has incurred/may have to incur in recruiting another employee in his/her place, and also on account of business loss suffered/to be suffered by Tech Mahindra during intervening period. The employee and surety agree that assessment of liquidated damages as assessed as INR 100,000 (INR One lakh only) are reasonable, which they both agree to pay jointly and severally, on demand made by Tech Mahindra.**

6. Notwithstanding anything contained herein above, furnishing of this indemnity will not create any right in favour of the **Employee** to continue in the service of **Tech Mahindra** for the aforesaid term of **twenty four (24)** months, and Tech Mahindra shall always have the right to take appropriate action against the **Employee** as per terms of the appointment letter and/or the rules and regulations of **Tech Mahindra** as applicable, in case of commission of any misconduct by the **Employee**.

7. The amount specified above shall constitute a debt owing to **Tech Mahindra** and shall be recoverable from the **Employee** and the Surety jointly and severally with interest thereon at the rate specified above till the payment thereof.

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

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

Name of First Part: **CHANDAN JANGIR** **Sig:** Chandan

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

Name of Surety: **NARENDER KUMAR** **Sig:** Narender Kumar

S/d by: -

1. WITNESS: _____
(Name)

NAME & ADDRESS:

2. WITNESS: _____

NAME & ADDRESS

Chandan

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cyntexa.

Letter of Appointment

Chaitanya Khurana S/O Tilak Raj Khurana
63/123, heera path, mansarovar,
Jaipur, Rajasthan - 302020

Date: 05 February 2024

Congratulations. We are pleased to offer you an appointment in our organization for the role of **Quality Assurance Engineer.** Your internship/training will be effective from your Joining Date as a Trainee i.e. **February 05, 2024** and your appointment with us as a **Quality Assurance Engineer** will be effective from your projected joining date as a Full-Time Employee i.e. **August 01, 2024.**

Following successful completion of your training, you will be "Probationer" for an initial period of six months and your transition from trainee to probation will be based on your conversion at the end of the training.

You are required to agree to the special terms and conditions as described in Annexure-A. Your employment with us will be governed by the Terms & Conditions as detailed in Annexure-B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as proof of the above, we retain the right to review our offer of employment.

Employment as per this offer is subject to you being medically fit.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,

Swasti Shrivastava
HR Manager

Signature:

Name: Chaitanya Khurana
Date: 5th February 2024

Dr. Mahesh Bundele
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Director
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Annexure – A

Please read the TERMS OF SERVICE of this agreement carefully, including any linked terms referenced below, which are part of this agreement. c

1. Training:

Cyntexa will provide you with extensive training(if applicable) during the first six months of your employment with us or such an extended period will as may be decided by Cyntexa based on your performance. Such training would be imparted to you at Cyntexa's expense and expects you to return the investment made in this training in the form of personal value addition to Cyntexa.

1.1. Training may get extended according to your performance, any unforeseen pandemic, or your unavailability during the training duration.

1.2. The training materials provided to you are confidential information and are the property of Cyntexa. Carrying the materials outside Cyntexa or disclosing them to anyone other than employees of Cyntexa is a breach of trust and will result in immediate termination of employment without notice and strict legal actions if required.

1.3. During training, Cyntexa reserves the right to terminate your services without notice, compensation, or assigning any reason.

1.4. Kindly note that refusal to participate in a training program without any extraneous circumstances would lead to the automatic termination of your employment. Also, failure in performing in the training will also lead to automatic termination and Cyntexa will not be liable to pay you the training stipend.

1.5. On Satisfactory completion of your training or any extension thereof, you will be confirmed in the services of Cyntexa in writing. Unless & until you receive a letter of confirmation, you will be deemed to be on training.

2. Probation:

2.1. The completion of your training and any extension thereof will be marked by a confirmation letter from Cyntexa. Unless and until you receive a letter of confirmation, you will be deemed to be on training.

2.2. After your training you will be on probation for a period of six months or such extended period as may be decided by Cyntexa based on your performance.

2.3. During probation, Cyntexa reserves the right to terminate your services without notice, compensation, or assigning any reason.

3. Confirmation:

On satisfactory completion of your probation and any extension thereof, you will be confirmed in the services of Cyntexa in writing. Unless and until you receive a letter of confirmation, you will be deemed to be on probation.

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4. Service Agreement:

Considering that Cyntexa will be making a substantial investment into your training or probation, it shall be compulsory for you to serve Cyntexa for 24(Twenty Four) months from your date of joining as a Full-Time employee at the post of **Quality Assurance Engineer** excluding any long term leaves defined in the leave policy of Cyntexa. In case you decide to leave Cyntexa while serving as an **Quality Assurance Engineer** before serving for 24 months counting from your date of joining as a full-time employee or while you are on the training, the following shall apply as is the case:

4.1. Cyntexa shall be entitled to recover a sum of ₹ 2,70,000/- (Rupees Two Lakh Seventy Thousand only) inclusive of all taxes. You need to provide cheques entitled to Cyntexa Labs Private Limited for the sum of ₹ 2,70,000/- on the day of joining which Cyntexa will encash in the scenario where you forfeit the signed agreement.

5. **Date of Commencement:**

Your appointment will be effective from the date this appointment letter is raised to you.

To confirm your acceptance of this appointment, you are required to send the digitally signed copy of this appointment letter as a reply to the email with which you received it. If, in any case, you failed to confirm your acceptance of this appointment letter on the day when it is raised to you then this appointment letter will be considered revoked.

Please indicate your understanding and acceptance of the above terms and conditions by signing in the space provided below.



Signature:

Name: Chaitanya Khurana **Date:** 5th February 2024



Annexure – B

1. **Joining Formalities:**

You understand that this appointment letter will become effective from the day this appointment letter is raised to you, and you will need to submit the following documents (self-attested) on the day you are accepting the appointment letter:

- Permanent residence proof and proof of your current residence address. (Electricity Bill or Aadhar Card or Passport)
- Relieving Letter from the previous employer (if applicable)
- Experience Certificate from the previous employer (if applicable)
- Last three months' salary slips along with bank statements from the previous employer (if applicable)
- Self-attested photocopies of academic certificates in X, XII, Graduation, and Post-Graduation (if applicable)
- UAN Number for Provident Fund Scheme (if applicable)
- One Self-attested Government Issued ID Proof (Aadhar Card or Passport)
- PAN Card
- Nominee details with their ID Proofs

2. **Personal Particulars:**

You will keep us informed of any change in your residential address, your family status, or any other relevant particulars.

3. **Nature of Work:**

You will work at a high standard of initiative, creativeness, efficiency, and economy in the organization. The nature of work and responsibilities will be assigned and explained to you by your senior from time to time.

3.1. **Working Hours:** We at Cyntexa value the efforts applied by an individual in his/her work rather than the hours given by him/her. All that we care about is you completing/fulfilling the tasks and responsibilities that are being assigned to you without any compromise.

Thus, we have no fixed in-time & out-time for the individuals working with us. There is no time-bound that you have to come at 10 am and leave at 7 pm but you have to give at least 9 hours at your work including 30 mins of lunch according to the team which you are a part of and if required then your Reporting To, Manager, Department Head, authorized personnel or HR Department can ask you to report at a particular time and you will be liable to report at that time only.

Cyntexa believes in providing the freedom of working at any time irrespective of the working hours and thus, we expect the individuals to be responsible for the roles assigned to them and believe them to be available whenever their project/client demands their

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availability for any type of communication (client calls, internal discussions, project deliveries) or task irrespective of the time and working hours.

If any project or client's requirement is to work in time zone differences then you will be expected to work according to the client and project needs irrespective of the working hours.

3.2. **Working Days**: Cyntexa has 5 workdays per week counting from Monday till Friday. Considering the fact that you will complete your assigned tasks in these 5 days but if in case you are not able to deliver the work according to the timelines or the delivery date of the project that you are working on is near then we may ask you to complete your pending work on weekends as well. So please make sure you complete your work in the defined timeline only.

Also, if you are a part of the HR/Evaluation team or helping in any type of activity related to recruitment then you might have to work on some weekends as all of these activities happen and can happen on weekends only.

Whenever required we may ask you to make yourself available for these activities on weekends and you have to make yourself available for it as we all are part of Cyntexa and helping Cyntexa to grow at the required pace will definitely reflect in our individual growth as well.

Note:

There will be 5 working days for trainees as well. The trainers or people responsible for your training can still ask you to come on Saturdays in case your performance is not according to the standards.

For TET or DAP or any other evaluations, you will be asked to present on Saturdays and your absence on the same will entertain strict necessary actions. No extra compensation or comp. off will be provided if you will be asked to come on Saturdays.

4. **Assignment, Transfer, and Deputation:**

Though you have been engaged to a specific position, Cyntexa reserves the right to send you on deputation/transfer/assignment to any of Cyntexa's departments, divisions, or branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future. You must, therefore, be prepared at any time to undertake duties (other than or in addition to those for which you are engaged) at any such location (whether in India or abroad) that the company may require of you from time to time. After acceptance of the appointment letter by the employee, Cyntexa may assign and provide assets to the employee such as a laptop & mobile.

5. **Non-Infringement:**

Intellectual Property Right: If during the period of your employment with us you achieve any invention, your brain child, process improvement, operational improvement, or another process/method likely to result in the more efficient operation of any of the activities of Cyntexa, Cyntexa shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to Cyntexa for the purpose of seeking any patent rights or for any other purpose. Cyntexa shall have the sole ownership rights of all the intellectual property rights that you

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create during the tenure of association with Cyntexa including but not limited to the creative concept that you may develop during your association with Cyntexa**.**

6. **Non-Solicitation:**

6.1. During your employment with the Company and for a period of 24 months from the date of termination thereof, you shall not solicit or cause or authorize, directly or indirectly, to be solicited for any competitive business, for or on behalf of any person or customer, or otherwise take any action that might divert the business or patronage of any customer from the Company, or otherwise damage or alienate the relationship between the Company and any customer.

6.2. During your employment with the Company and for a period of 24 months thereafter, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of, or directly or indirectly offer services in any form or manner to, yourself or any person or entity which is a competitor of the Company.

6.3. You shall not during the term of your employment for any reason, anywhere in the world (i) directly or indirectly work for your own account or as an employee of any third party company, a partner, officer, consultant, agent, proprietor, principal, corporate officer, or shareholder (other than shares regularly traded in a recognized market), (ii) solicit Cyntexa's business or its sister concerns or partners from any of its present or future customers (other than on behalf of Cyntexa); (iii) or otherwise interfere with any business relationship of Cyntexa.

7. **Non-Compete:**

7.1. You hereby agree to exclusively provide your Services to the Company for a period of 2 (two) years after the date of confirmation. You agree that during your employment Period, you shall not, without the prior written approval of the Company, directly or indirectly, provide your Services to any third party, or entity which may compete with the company, either directly or indirectly.

7.2. You hereby agree to be associated with the company exclusively and hence cannot, in any case, work as a freelance, contractual, full-time, part-time personnel/individual for any company/ non-profit/ or self somewhere else other than the company.

7.3. You hereby agree that if he/she tries to compete with the company in any form then the company can take strict legal actions against you which will also include collecting the damages caused to the company by such an act.

8. **Secrecy/Confidential Information:**

8.1. You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of Cyntexa or any of its sister concerns which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of Cyntexa. For the purposes of this clause 'Confidential Information' means information about Cyntexa's business or its Sister Concerns or

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Partners and that of its customers which is not available to the general public and which may be learned by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about Cyntexa's products, processes including ideas, concepts, projections, technology, manuals, drawings, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

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

8.3. Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with Cyntexa or its Sister Concerns or Partners.

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

8.5. The definition and context of Confidential Information varies from department to department which is described as below. In any case, you were found that you misused any such Confidential information or gave access to anyone else of such Confidential Information or even attempted to provide someone else the access/knowledge of the same without the consent of Cyntexa, in any such situation Cyntexa has the right to terminate your employment with no prior notice or justification and take appropriate legal actions against you. :-

- **Engineering Department** - Company's business and technical processes, Client and Project details, Client's product or project information and development codes, In-house App/Product information, analysis and development codes, software credentials and stored information, In-House products IP rights and Patents. During the period of this contract, any research, development or innovation idea will be the sole property of Cyntexa only.
- **Marketing Department** - You could be given access to Cyntexa's and any of its sister concern's social media pages such as Instagram, Facebook, YouTube, Snapchat, etc. Access to Cyntexa, Salesforce Hulk and any of its sister concern's website content & code. Also, access to Social media profiles, SEO tools, paid marketing tools (advertisement tools), Analytics tools, all of the information related to website traffic and leads, marketing strategies, email marketing tools, website and wordpress access, all of the content that is or will be created, details of content writers (their rate) or other people involved in the team.
- **HR Department** - Candidate Information and database, Employee's personal information, Compensation and appointment details, HRIS database details, Internal policies and processes, Agreement and contractual information, sensitive employee matters, Hiring process and assessment related information.In Addition to this, no official communication should be done/sent from the personal phones otherwise it will be treated as breach of Contract.
- **Finance Department** - Company financials, profits, losses, liabilities and expenditures, Client and vendor invoices, Inter-company transactions and reconcillation, Employee's salary details and breakup, other business transactions, treasury, accounting policies and regulations, service agreement cheque related information, Auditing information.
- **IT Department** - Network and server information, installation of new hardware and software related information, Information related to G-Suite user accounts,

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Face ID, Zoho people, and other software credentials, Company and client asset details, IT infrastructure, Firewall and security related information.

- **Operations Department -** Software credentials, legal and compliance, all sorts of data related to different departments, information related to new policies and procedures, cost and pricing details for different softwares, vendor and third-party service provider details, Client SLAs.
- **Sales/Growth Department** - Potential and converted lead related information, Product and project pricing, Client confidential details, Zoho CRM and other software credentials, Cyntexa's sales, growth and competitive strategies, information related to execution and outreach of different campaigns, Sales target and profit share.

8.6. All the communications and comments that are made by you on any official email of Cyntexa as Company official or on any social media channel post or message as Company official, you are solely responsible for that comment or communication.

9. **Restrain:**

9.1. **Access to Information:** Information is available on a need to know basis for specific groups and the network file server of Cyntexa is segregated to allow individual sectors information access for projects and units. Access to this is authorized through access privileges approved by unit mentors or project mentors.

9.2. **Restriction on Personal Use:** The use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, and using company assigned laptop, company assigned mobile, or any asset that is being assigned to you by Cyntexa's customers/clients for any personal use.

10. **Employee Data Protection:**

You authorize Cyntexa to collect, process and transfer all personal employee-related information obtained by Cyntexa for the purpose of proactively managing the employment relationship.

11. **Background Check:**

You understand that Cyntexa may on its own or through an external agency perform background checks on you and you have no objection to the same. The background check may involve obtaining feedback from the References provided by you.

You authorize Cyntexa to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions.

In case you are waiting for the results of your examinations and you are hired prior to the same, your continued employment with Cyntexa will be subject to passing the said examination and completing the course, failing which Cyntexa reserves the right to take action including termination of your employment without notice.

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12. **Employee relationships in the workplace policy:**

We don't want to place undue restrictions on employees dating each other, as everyone should be free to choose their partners. But, we want to make sure that relationships won't cause awkwardness or problems in our workplace, thus, make sure to:

12.1. Keep your personal issues and discussions out of the workplace.
12.2. Be productive and focused as always. If you find that your work is affected by dating a colleague, seek counseling from your manager, HR, or specialized employee (e.g. company psychologist).

Examples of unacceptable behavior are:

- Arguing in the workplace.
- Kissing or touching inappropriately in office premises and in front of colleagues or clients
- Exchanging an excessive number of instant messages or calls during working hours
- Boasting about or discussing your relationship in your colleagues' presence
- Employees who exhibit unacceptable behavior will face consequences

13. **Leave Policy:**

To ensure leave policies are on a consistent basis, Cyntexa establishes certain guidelines and rules that govern the process, timeframes, and reporting procedure for leave of absence.

Paid Leaves Available

At Cyntexa, we provide paid leaves to enable the individual to have the necessary rest and recuperation of energy, to spend quality time with his/her family, and for some emergencies.

In order to simplify the procedures, the paid leaves are divided into 6 major categories:

13.1. **Casual Leaves:** An individual will be entitled to **6 per year** which is provided **0.5 per month.**
13.2. **Sick Leaves:** An individual will be entitled to **12 per year** which is provided **1 per month.**
13.3. **Optional Leaves:** An individual will be entitled to **2 per year** which can be used to take a paid off for some specific days/festivals only**.**
13.4. **Maternity Leaves:** Maternity Leave, as per the updated Maternity Benefit Act, 1961 is applicable to all the full-time permanent female employees of Cyntexa and will be entitled to a maximum of **26 weeks (182 calendar days)** of paid maternity leave, it can be eight weeks up to and including the day of delivery and eighteen weeks immediately following the day of delivery. However, a woman with 2 or more children will be entitled to **12 weeks** of paid maternity leave.
13.5. **Paternity Leaves:**A full-time male employee working with Cyntexa excluding trainees, interns & probationaries will be entitled to 5 days of paid leave which can be availed within one week prior to their wife's expected date of delivery or 4 weeks from the date of child's birth.
13.6. **Long Term Leaves:** Any leave, paid or unpaid, longer than 15 days including the weekly offs and holidays will be considered as long-term leaves. Maternity Leave will also be considered as a type of long-term leave only. If due to any reason your services are halted by Cyntexa for a certain period, then it will also be considered as long-term leave.During

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term of long leaves, the employee status will be considered "Freezed" and he/she will not be entitled to any appraisal/ increment or leave balance.

The eligibility criteria for different types of leaves and the rules governing each leave type are described in detail in the "Leave Policy" at Cyntexa which can also be amended as and when required at the sole discretion of Cyntexa.

14. **Security:**

Security is an important aspect of our communication and office infrastructure. Communication security is maintained by controlling physical access to computer systems, disabling all working stations, Disk drives, any type of cloud storage internet connection, and company-wide awareness about the need for protection of intellectual property and sensitive customer information.

15. **Compensation, Benefits & Appraisal:**

Your performance & contribution to Cyntexa will be an important consideration for your salary increments or appraisals along with benefits & promotions. Salary increments or appraisals along with benefits & promotions will be based on Cyntexa's **"Compensation, Benefits & Appraisal"** policy.

16. **Gratuity:**

Gratuity will be paid as and when required by the Payment of Gratuity Act, 1972 and as further described in Cyntexa's Policies and Procedures.

17. **Resignation:**

17.1. Either party can resign from the employment by serving a notice of three months (exclusive of leaves, if any). In other words, you will be required to give at least three months' prior notice of resignation to Cyntexa in writing. Your Notice Period will start from the day it gets accepted by the HR Department at Cyntexa. If you fail to serve the notice period then you will be liable to pay the notice pay to Cyntexa as damage which will be equivalent to the salary of the 3 months of the Notice period. No leaves shall be granted during the Notice Period and absence, if any, shall have to be covered additionally to complete the required Notice Period.

17.2. Cyntexa at its own will and has the sole right to make necessary changes in the notice period according to the needs and requirements of the project and company.

18. **Termination of Employment:**

18.1. Either party can terminate this employment by serving a notice of three months on the other (exclusive of leaves, if any), save and accept that Cyntexa may at its option pay salary in lieu of the notice period to terminate employment with immediate effect.

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18.2. Cyntexa reserves the right to terminate your employment forthwith "for cause" without advance notice and without payment of severance, in the event you:

- Have been found guilty of any misconduct or indiscipline after due enquiry by Cyntexa;
- Have violated or are in breach of any of the terms of this Appointment Letter or Cyntexa's Policies and Procedures;
- Have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to the Company;
- Have suppressed any information or submitted false information with the view to obtain employment in Cyntexa;
- Are convicted for any offense under any law for the time being in force in any jurisdiction;
- Commit any act detrimental to the interest of Cyntexa;
- Abstain from work for seven consecutive days without informing Cyntexa;
- Are in breach of any of the terms contained in the Confidentiality, Non-competition and or any other aforementioned clause.

18.3. You will be governed by the laid down code of conduct of Cyntexa and if there is any breach of the same or non-conformance of a contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein Cyntexa reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.

18.4. Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on employment. In such a case, your employment shall automatically come to an end considering that the person has **resigned** from the position on his/her own will.

18.5. On termination of the employment, the employee must return Cyntexa's assigned assets (laptop, mobile, etc.) back to Cyntexa in the same condition as they were provided to the employee at the time of joining. If any damage is found to any of the assets or any of the assets is found lost, Cyntexa is liable to charge the employee for the asset price.

18.6. In any case, as mentioned above, Cyntexa will not be bound to provide you with the experience letter, acceptance of resignation, relieving letter, or any such document to confirm your employment with Cyntexa.

19. **Standing Orders:**

You will abide by the Standing Orders, rules & regulations, and service conditions that may be in force or application to the organization or are framed from time to time by Cyntexa.

20. **Applicability of Company Policy:**

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

21. **Appointment in Good Faith:**

It must be specifically understood that this offer is made based on your proficiency in technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In case at a latter date any of your statements/particulars furnished are found to be false or misleading or your p[illegible] to the mark or falls short of the minimum standard set by Cyntexa, Cyntexa shall have the [illegible]

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terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein. The above terms and conditions are based on Cyntexa's policy, procedures, and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matters including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of Cyntexa as shall be in force from time to time.

22. **Indemnification**:

You shall defend Cyntexa against any and all actions, demands, claims and suits (including without limitation product liability claims), and indemnify and hold the cyntexa harmless from any and all liabilities, damages. Cyntexa reserves the right, at its option and sole discretion, to assume full control of the defense of claims with legal counsel of its choice. You may not enter into any third-party agreement, which would, in any manner whatsoever, affect the rights of Cyntexa.

23. **Liability for Breach**:

You acknowledge and accept that your breach of any of the terms contained in this Appointment Letter, Cyntexa's Policies and Procedures or in the Confidentiality, Non-competition and any other aforementioned clause may cause the Company irreparable harm for which there is no adequate remedy at law, and therefore, the Company shall be entitled to the issuance by a court of competent jurisdiction of an order of injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining you from committing or continuing to commit any such violation. Exercise or waiver by the Company of its rights to obtain an injunction, restraining order, or other equitable relief hereunder shall not be deemed a waiver of any right to assert any other remedy the Company may have at law or in equity. In any legal action or other proceeding by the Company against you in connection with this Appointment Letter (e.g., to recovery of damages or other relief), the Company will also be entitled to recover its reasonable attorneys' fees and other costs incurred.

24. **Governing Law and Jurisdiction:**

This Agreement shall be governed by and construed in accordance with the Laws of India and the courts in Jaipur, Rajasthan, India shall have the exclusive jurisdiction over any matter relating to, in connection with, or arising out of, this Agreement.

25. Prevention of Sexual Harassment:

The Parties understand and acknowledge that sexual harassment in the workplace is a serious matter. Cyntexa adopt zero tolerance attitude against any kind of Sexual Harassment or discrimination caused by any team member during their tenure in the organization towards any other person being a permanent colleague, Client, Vendor or Contractor of Cyntexa in the company premises or elsewhere in India or abroad and that all reasonable steps must be taken to ensure that sexual harassment is eradicated. Please refer to the "**PoSH Policy**" at Cyntexa which

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can also be amended as and when required at the sole discretion of Cyntexa.

26. **Severability**:

If any part of this Agreement is determined to be invalid or unenforceable by a court of competent jurisdiction, that provision will be enforced to the maximum extent permissible and the remaining provisions of this Agreement will remain in full force and effect.

27. **Other Particulars**:

27.1. You confirm that there are no other agreements executed by you with third parties that conflict with the terms and conditions of your employment with Cyntexa or that restrict your ability to execute this Appointment Letter and the Confidentiality, Non-competition or any other aforementioned clauses.

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

27.3. Spreading rumors, soliciting employees of the company for outside employment or coercing co-workers to leave Cyntexa or its sister concerns or partners is strictly prohibited and frowned upon. Such actions will result in immediate termination of employment without notice and forfeiture of your holding amount.

27.4. You hereby represent and warrant that the information furnished by you for the purpose of your employment with the Company is true and correct to the best of your information, knowledge and belief.

27.5. You will be eligible to receive employee benefits as may be provided by Cyntexa in its Policies and Procedures. These are subject to change with or without prior notice for both existing and prospective employees. Revised policy will supersede any previous policy which would have been applicable and would have been communicated as part of the offer letter.

28. Description of the compensation offered to you:

On Training	
Duration	6 months
Monthly Salary or Stipend	10000

After training (if applicable), your compensation on successful training will be based on the table mentioned below:

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Year 1				
	Monthly		Annual	
Base Components	**Min**	**Max**	**Min**	**Max**
Basic Pay	15500	15500	186000	186000
HRA	5900	5900	70800	70800
Other Allowance	3600	3600	43200	43200
Asset Allowance (Optional)	0	1500	0	18000
Other Benefits				
Leave Encashment			0	20455
Retention Bonus			50000	75000
Medical Insurance			5000	5000
Personal Accidental Insurance			3000	3000
Gratuity			8942	8942
Annual Gross Compensation			**366942**	**430397**
Total Monthly	**25000**	**26500**		

Calculations of components:

1. **Leave Encashment:** As per the leave encashment policies of Cyntexa. The maximum amount has been calculated based on 18 days of unavailed leaves.
2. **Personal Accidental Insurance:** The sum insured for each individual under this policy is up to Rs. 10 Lakhs.
3. **Medical Insurance:** The sum insured for each individual under this policy is up to Rs.3 Lakhs
4. **Gratuity:** As per statutory provisions stated under "The Payment of Gratuity Act, 1972".
5. **Note:**
    a. The amounts mentioned for Term Insurance and Medical Insurance mentioned under benefits are based on the estimated cost to Cyntexa and subject to variation.
    b. Income Tax in respect of the above-mentioned compensation package would be borne by the employee.
    c. Your compensation will be paid in regular installments in accordance with Cyntexa's regular payroll process.
    d. The salary described in this offer letter will be subject to the relevant PF, ESI, and other investments/deductions (if applied) which means the salary described in the offer letter is the cost to Cyntexa per month.

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Salary calculation would be done based on the number of working days in a month

This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with Cyntexa and supersedes any prior representations or agreements concerning your employment with Cyntexa, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning Cyntexa or your employment with Cyntexa except those made in this agreement.

Please confirm your acceptance of this Contract of Employment by signing and returning with this appointment letter.

I accept.

Signature

Name: Chaitanya Khurana

Date: 5th February 2024

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,

Signature

Date: 05 February 2024

Name: Swasti Shrivastava

Designation: HR Manager

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Reference: Persistent/Recruitment/488731/3.0

Confidential

29-Nov-2023

Ms bhavya agarwal
Ward no. 14 house 159 singhan Kashipur , Uttarakhand, India - 244713

Dear **bhavya**,

Subject: **Your Appointment as Software Engineer**

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you a position as **Software Engineer** at grade **3.0** with Persistent Systems (Company).

This offer stands null and void if you fail to complete the pre-joining training successfully on or before date of joining and/or fail to complete your graduation/post-graduation without keeping any backlogs. Company and you agree that it shall not be obligatory on the part of the Company to offer any employment to you or extension of training period upon completing the Term of the training in the Company.

Persistent follows a career structure consisting of attributes such Grade, Job Family (Career Track) and Job title. As per the offered position, your Job Family is **Engineering - Development**. During your tenure with the company, you are expected to perform role(s) as may be deemed fit by the organization and business needs. The Company encourages employees to sharpen and enhance their competencies by providing various roles.

Your joining date will be communicated to you in due course of time.

The terms and conditions of this offer for employment are:

A. Salary -

Your Annual Cost To Company will be Rs. **5,01,008**. Your Annual Gross Salary will be Rs. **4,60,008.** A detailed break up of your salary is given in 'Annexure-A'.

a. Statutory Bonus / Ex-Gratia Payment:

You will be eligible for a Statutory Bonus / Ex-Gratia payment, which would be calculated at 20% of the 'Basic Salary' as mentioned in the Salary Break-up Sheet. The mode of payment will be as follows: - 100% of the Statutory Bonus / Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.

- In case of change in any existing statute or introduction of new statute which requires any payments tobe made, the Company reserves the right to adjust the salary components given within your Annual Gross Salary break up to ensure full compliance with such statutory payment obligations.
- In case of changes in any existing statute related to statutory bonus, the amount mentioned as'Statutory Bonus / Ex-gratia' in the 'Salary break-up sheet' will be considered towards 'Statutory bonus' and the balance, if any, left shall be reserved for adjusting against liabilities of the Company arising out of statutory modification with retrospective effect. If no such statutory modifications of retrospective nature are noticed, the remaining amount under the heading 'Statutory Bonus / Ex-gratia' will be eventually considered towards 'Ex-gratia'. If changes in

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ISI-6, RIICO Institutional Area
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statute take place with retrospective effect, Company reserves right to apply this logic of considering complete amount towards 'Statutory bonus' and balance, if any, left towards 'Ex-gratia' in retrospect.

b. APB – Annual Performance Bonus (as per the Company policy):

This payment is part of your annual gross salary. Some part of APB will be paid to you on a monthly basis and remaining part will be paid on the basis of Annual Performance of the Company and your Individual Performance as specified under the 'Annual Performance Bonus' policy of the Company.

B. Joining Bonus: In addition to the yearly compensation package, you would be paid a one-time Joining bonus of **INR 40,000**. This amount will be paid to eligible candidate based on successful completion of pre-joining training and assessments. The Company may, at its discretion, release the payment of the Joining Bonus.

C. Additional Terms:

1. Acceptance of Offer

a. The offer is valid till the date of joining decided by the Company.

b. Please send us your acceptance of the offer on or before **31-Dec-2023.**

c. This offer for employment is subject to you passing your graduation/post-graduation without keeping any backlogs. You will ensure to update the Company about exam results.

d. Upon acceptance of this Appointment Letter, your employment with the Company will be effective from the date of your joining the Company.

e. As per the business requirement, kindly take the following actions:

i. You are required to fill the Background Check Form and submit the filled form along with necessary documents to the HR person at the time of joining

The information produced by you at the time of recruitment as well as during joining is deemed to be true and correct. By accepting this Appointment Letter, you give your unconditional consent to the Company and/or its authorized person/ agency to carry out your background check and take all necessary actions to verify the authenticity of the information provided.

In case of your failure to take necessary steps as mentioned in point 1(e) above, within the specified timeline or in case the information, particulars and data furnished to the Company by you are found to be erroneous, incomplete, inaccurate or untruthful, in the background check or where the background check reveals undesirable results, the Company will have a right to take necessary disciplinary action including termination of your employment without any obligations or without any notice period or compensation.

Further, you allow the Company to provide your personal information (a) for internal business requirements (b) for applicable legal compliance in or outside India (c) as may be required by Company's customers as a part of the engagement between Persistent and customer e.g. sharing of profiles etc. (d) if required by court or government authorities.

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2. Work Location

At the time of joining you will be posted at **Pune** office. However, your services can be transferred to any of the Persistent group of Companies, other establishments of the Company, at Company's customer site or at partner's location anywhere in India or abroad subject to Company policies and business requirements from time to time.

3. Increments and Promotion

Your growth in the Company and increments in the salary will depend solely on your performance and contribution to the Company. The increments and salary revision will be driven as per the Performance Management Policy of the Company. You should be employed with the Company for a period of minimum six months, before being considered eligible for any salary review.

4. Probationary Period

You will be on probation for a period of six months, from the date of joining. Upon satisfactory performance during the probation period, your employment will be deemed confirmed unless otherwise communicated to you in writing.

If your performance during your probation period is found to be unsatisfactory by the Company, your employment will end any time during probation period and the same will be communicated to you by the Company. For avoidance of doubt, the notice period as stipulated under Clause 6 (Notice Period) of this Appointment Letter will not be applicable in such situation.

In addition to your performance during the probationary period, confirmation of your employment is subject to your submitting the requisite documents as required at the time of you joining the Company.

5. Recovery of Expenses

Any expenses incurred by the Company for your recruitment such as your accommodation, joining bonus, training, if any etc. would be recovered from you if you voluntarily resign from the services of the Company within fifteen months from your date of joining.

You understand that Company will be investing significant resources and money in training you. It is expressly agreed that if you voluntarily resign from the services of the Company, or if your employment is terminated on the grounds mentioned in Clause 6 (Notice Period) below, before completing fifteen months from the date of joining, or if your employment is not confirmed at the end of your probation period, you shall be liable to pay Company by way of liquidated damages (not as a penalty) an amount equal to Rs. 100,000/- towards training cost and administrative expenses of the Company incurred in connection with your overall training and development. You hereby authorize the Company to directly recover the said amount from the final settlement and dues payable to you. If the final settlement amount is less than the amount to be recovered from you, you agree to reimburse the difference amount to the Company within 10 days of your last working date of employment at the Company.

6. Notice Period

If you voluntarily resign from the services of the Company, you will be required to give ninety days' advance written notice or 'Basic Salary' in lieu of the notice period subject to the Company's discretion. Similarly, the Company may terminate your employment by giving you ninety days' notice or 'Basic Salary' in lieu of notice period.

The Company may, at its discretion, relieve you prior to the aforesaid notice period.

The Company can terminate your service without any notice period and without paying the salary in lieu of notice period, in case your employment is terminated on the grounds of

(i) Breach of confidentiality or IP related obligations

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(ii) Violation of law
(iii) Gross misconduct
(iv) Material breach of Company policy, on your part. In such event, the Company will not be liable to make payment in lieu of notice period.

In case the last day of your employment falls on a non-working day, your last day of employment shall be the immediate previous working day.

7. Mediclaim Policy

Mediclaim Policy is a family floater policy and the maximum sum assured is as stated in Annexure – B. Employees are requested to view the Mediclaim Policy terms and conditions on Persistent intranet post joining.

8. Retirement

You shall retire on the day of completion of sixty years of age. For this purpose, the date of birth considered will be as per the certificate of proof of age submitted by you at the time of joining the Company. In case the last day of your employment falls on a non-working day, your last day of employment shall be the immediately preceding working day.

9. Rules and Regulations

You will be governed by the rules and regulations applicable to the employees of the Company, including revisions in such rules as may be effected from time to time. During the continuance of your engagement with us, you shall not be associated, concerned or interested directly or indirectly in any other occupation, business or employment whatsoever, but shall devote your whole time, attention and abilities exclusively to the performance of your duties and shall faithfully serve the Company and use your best endeavor to promote the interest and business thereof.

Also, the Chart of Authority and Disbursement is published on our Intranet (as applicable). You may go through the same, once you join the organization.

10. Invention Assignment and Confidentiality Undertaking

The matters pertaining to terms and conditions of your employment including your remuneration are strictly confidential between you and the Company, and should be treated as such.

As part of the joining process, you will be required to sign 'Invention assignment and confidentiality undertaking'.

11. Code of Conduct

As part of the joining process, you will be required to sign 'Code of Conduct'.

12. Working Days

Normal working days are Monday through Friday. Company observes Sunday as a compulsory weekly off and Saturday as the other off day.

You will be governed by the working hours policy of the Company. Based on the business need, you may be required to work in shifts, in extended working hours or on call. The same may be modified from time to time to keep it in line with the prevailing local statutory provisions.

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Sitapura, JAIPUR

13. Information and Security

The role assigned during your employment with the Company includes the Information Security responsibilities as required by organization and customer. This includes adhering, maintaining information security artifacts as required by Information Security Policy of the organization and customer.

During your employment with the Company, you shall not disclose any information to anyone including but not limited to Company's customers, prospective customers, people or entities outside the Company or to any Company's employee which is confidential or trade secret under your previous employment contract or disclosure of which is in violation of any law or third party intellectual property rights. If you disclose any such information, you shall be solely liable at your own cost and you agree to hold harmless the Company from and against any claims, actions, suits, demands, damages, claims for fees, costs, charges and expenses.

14. Skills Assessment and Evaluation

Employees need to undergo training and skill up-gradation programs from time to time. Successful completion of evaluations associated with the training program is mandatory. Should you fail to clear the evaluation; the Company will have the right to take appropriate action including termination of your services with or without notice.

15.No Conflict

You warrant that if you accept this employment offer with the Company, it shall not be in conflict with (i) any other agreement that you may have entered into or (ii) any obligation that you may be bound to.

16.Dispute Resolution

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

17.Transit Accommodation

If you need transit accommodation, it can be provided to you, in case you are joining from outstation to the work location. The accommodation will be for a period of maximum seven days from a day prior to your joining date. You can also opt for a reimbursement amounting to Rs. 1000/- per day in lieu of 7 days accommodation which would be at the discretion of the Company in absence of transit allocation. For availing this, you need to send an email request to **Akanksha_Khandare at akanksha_khandare@persistent.com** two weeks prior to your joining date.

18.Joining Formalities

Kindly contact **Kalyani Kotgale**(**kalyani_kotgale@persistent.com, Ph.No.- 020-66965038**) on the date of joining. We request you to report at 9:00 AM at the address mentioned below for completion of joining formalities.

Persistent Systems Limited

IN-Pune-Hinjewadi-Rigveda-Yajurveda-Samaveda-Atharvaveda Plot No. 39, Phase I, Rajiv Gandhi Information Technology Park, Hinjawadi, Pune, Maharashtra, India 411057.

Please find the details of documents/information required at the time of joining, in (Annexure-C).

As token of your acceptance of this offer, kindly send an email confirmation to **Persistent_Campus@persistent.com**.

We welcome you to the Persistent family and look forward to a long and mutually rewarding association.

Dr. Mahesh Bundele
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Director
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ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Yours sincerely,

For Persistent Systems Limited



Kalpana Kudlingar Head - Early Careers and Campus Relations

Annexure to and forming part of this Appointment Letter:

i. Salary Breakup Sheet (Annexure-A)

ii. Company Benefits (Annexure-B) iii. Documents Required on the day of joining (Annexure-C)

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Acceptance of the Offer

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

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

I will join the Company on the joining date that will be communicated to me in due course.



Date: 19-Dec-2023 **Signature:** Bhavya Agarwal

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Annexure - A

SALARY BREAK-UP SHEET

Date: **29-Nov-2023** Grade: **3.0** Location: **Pune**

Name: **bhavya agarwal** Designation: **Software Engineer**

I	Monthly Components		% of basic salary	Amount (Rs.)
1	Basic Salary			12,700
2	House Rent Allowance		50%	6,350
3	Company contribution to E.P.F. / Special Pay I		12%	1,800
4	Superannuation fund/Special Pay II		15%	1,905
5	National Pension Scheme/Special Pay III		10%	1,270
6	Leave Travel Assistance		10%	1,270
7	Statutory Bonus/Ex-gratia		20%	2,540
8	Miscellaneous Allowance			6,157
	Total to be paid monthly (M)			**33,992**
	Total for the year [M * 12]	**[A]**		**4,07,904**
II	**Variable Components**			
1	Annual Performance Bonus [APB] Per Month [M]			3,834
	Total APB 10.0% of Annual Gross Salary	**[A]**		**46,000**
III	**Annual Component**			
1	Provision for your gratuity	**[B]**	4.0%	6,096
	Annual Gross Salary [A + B + C]			**4,60,008**
IV	**Major Benefits [Average cost per person p.a.]**			
	Insurance* and Food**	**[C]**		**41,000**
	Cost To Company (CTC) [A + B + C + D]			**5,01,008**

#Provident Fund Contribution Option:

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As permitted by the Employees Provident Funds and Miscellaneous Provisions Act, 1952 and its Rules, at the time of joining, if you give your written consent, Company will provide you an option to limit your Provident Fund Contribution to maximum monthly wage ceiling defined by EPF authority (Currently it is Rs. 15,000/- per month) instead of on the entire basic salary mentioned in this salary break-up sheet. You understand and agree that if you explicitly consent to choose the above mentioned option, you will see following impact in your monthly pay slip.

- There is no impact on your Gross salary and CTC salary as stipulated under Annexure A.
- Both Employee's contribution and Company contribution to EPF will be lesser than what is mentioned in the salary break-up sheet under Annexure A -I point no. 3. Differential amount will be shown under "Special Pay I" in your pay slip. Income tax deduction benefit would reduce to that extent.
- As EPF deductions are less, your take home pay would be more than what is stipulated under Annexure A. This will attract appropriate income tax.

You agree and understand that as and when the EPF authorities revise maximum monthly wage ceiling (currently Rs. 15,000/- per month) appropriate changes will be made keeping the same principle, i.e. limiting both employee and employer contribution to statutory wage ceiling, as long as it is permitted by the law.

For Persistent Systems Limited



Kalpana Kudlingar Head - Campus Talent Acquisition

Annexure – B

In addition to major benefits mentioned in "Annexure - A", Persistent provides the following benefits, as applicable / as per Company policy

- Leaves
  - Privileged Leaves (PL) - Total 27 Days. Unused PL of ongoing year will be carried forward on an annual basis to a maximum of 21 days out of 27.
  - Maternity Leave (ML) - As statutory requirement ○ Paternity Leave (PAL) - 5 Days
  - Child Adoption Leave (CAL) - 10 Days
  - Long leave ○ Compensatory-Off
- Paid Holidays
- Employee Deposit Linked Insurance Policy
- Long Service Award
- Company sponsored Higher Education / certifications
- Night Shift Allowance
- Reward and Recognition
- Employee Engagement activities
- Project Party
- Flexi working hours
- Annual Health Check-up

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- Voluntary Top-up Insurance
- Persistent Employee Benefit Trust

Following facilities are available at certain locations

- Subsidized Transportation Facility
- Gymnasium Facility
- In-house Sports Facility
- Doctor on premises

****Food**

- Lunch, Snacks

*** Mediclaim Policy**

- Group Term Life Insurance and Critical Illness (Self only)
- Personal Accident (Self only)
- Mediclaim Hospitalization (Self, spouse, 2 children and parents)

"Food and Insurance" is a benefit being extended to the employees and cannot be paid in cash, under any circumstances.

Mediclaim Policy is a family floater policy and the maximum sum assured is Rs. 5 Lakhs per year with parent sum insured restricted to Rs. 2.5 Lakhs per year. Employees can cover spouse & 2 children (legitimate or legally adopted) up to the age of 25 and two dependent parents (Age less than 75 years). Female employees can cover either their dependent parents or in-laws under the current Mediclaim Policy. Specially Abled & LGBTQ dependents will be covered in the Mediclaim Policy.

Annexure - C

Guidelines for Joining Process

As a part of your joining process, you will receive an email from Persistent. This email will contain a link of the **pre joining portal.** Pre-joining portal is system where you are required to complete following activities **before joining**. **1) System Entries**

You are requested to enter your details in pre joining portal. Some details, which we received during selection process, are already entered in the system. You are requested to go through the details. Please complete the process by entering all details in portal.

Details which are required to be entered in system are as below:

1. Personal Details
2. Address Details
3. Family Details
4. Education Details
5. Previous Employer Details
6. Language Details

Please note that your joining form and Background Verification form will be generated based on the above mentioned details. These are key details without which the forms cannot be generated. Hence, you are requested to please complete all details. In case of queries, you can carry relevant documents on day of joining and after clarification, you can complete the details.

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2) Upload Documents

You are requested to upload all relevant documents in pre joining portal. Please use appropriate type of the documents and save. **Please upload documents in PDF format only.**

Valid documents for each category are:

a) Identity proof: Any one of the below
   a. Passport
   b. Voter's card
   c. Driving License
   d. Aadhaar Card

b) Current and Permanent Address proof – Any one of the below
   a. Electricity bill
   b. Telephone bills
   c. Ration card
   d. Corporation tax receipt
   e. Copy of Index 2

c) Date of Birth Proof – Any one of the below
   a. Birth Certificate
   b. School leaving Certificate
   c. 10th pass Certificate
   d. Notarized copy of date of birth proof

d) Educational Information: All documents (as applicable)
   a. SSC mark sheet & certificate
   b. HSC mark sheet & certificate
   c. Diploma (if applicable): Semester wise mark sheets or a consolidated mark sheet and certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
   d. Graduation (if applicable): Semester wise mark sheets or a consolidated mark sheet and certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
   e. Post-graduation (if applicable): Semester wise mark sheets or a consolidated mark sheet and certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)

e) Professional Information: (As applicable)
   a. Relieving Letter / Experience Certificate / Service Certificate from all previous employers (if applicable)
   b. Resignation Acceptance Letter / Email / Relieving Letter / Experience Certificate from current employer (if not currently available, it is mandatory to submit the same on the date of joining)
   c. Latest salary slips for the last two months from your previous employer

f) Marriage Certificate (in case of name change for women employees)

g) Pan Card (Mandatory)

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If you do not receive the link for the pre joining portal or you face any problem while uploading documents, please keep soft copy of the documents available in your personal email account. Necessary access will be provided to you on day of joining to upload documents.

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CodeTrade.io

Offer letter

Date:-19/03/2024

Dear Bharti Gupta,

This is with reference to a subsequent interview that you had with us. We are pleased to inform you that you have been selected for the position of "**Software Developer - Trainee**" with our organization to be based at Ahmedabad as per the terms and conditions discussed and agreed upon.

This appointment is effective from 01/04/2024 the date of your joining our organization and offered CTC is INR 2,50,000. A detailed appointment/joining letter will be provided to you once your Internship is completed. During this Six Month internship, we will provide you a stipend of INR7000 per month.

Looking forward to your association with CodeTrade(India) Pvt Ltd

With Best Regards,

HR Team

CODETRADE (INDIA) PVT. LTD. CodeTrade

Reg. Office
CodeTrade India Pvt. Ltd.
1001, 1002 , Sankalp Square , opp. Montecristo Banquet,
3A, Sindhu Bhavan Marg, Beside Taj Skyline, Bopal, Ahmedabad , Gujarat 380059
CIN : U72501GJ2018PTC105553

Contact us
+91-9428613980
info@codetrade.io
www.codetrade.io

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Sitapura, JAIPUR

TextNation
Digital Solutions

Date: Jun 19th, 2024

Ayush Jain
Near Chetaliya Temple, Todaraisingh,
Tonk, Rajasthan - 304 505

Subject: Appointment for post of Software Developer

Dear Mr. Ayush Jain,

We are pleased to offer you, the position of **Software Developer** with TextNation Digital Solutions Pvt. Ltd. (the 'Company') on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of June 19th, 2024

2. Job title

Your job title will be **Software Developer**, and you will report to Mr. Abhishek Sharma, **Enterprise Head** for now.

3. Probation

In the first instance you will be on probation for a period of six months from the date of your joining. Where after the probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation. If you fail in your probation your appointment will be terminated without any notice period.

After successful completion of your probation, you will be confirmed in writing as a permanent employee of the Company.

Ayush Jain

TextNation Digital Solutions Private Limited

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

4. Salary

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

5. Place of posting

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

6. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 10:00 AM to 6:30 PM and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

7. Leave/Holidays

7.1 You are entitled to casual leave of 12 days every year (1 leave per month).

7.2 You are entitled to 6 working days every year of paid sick leave.

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

8. Nature of duties

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

9. Company property

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

10. Borrowing/accepting gifts

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

11. Termination

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

TextNation Digital Solutions Private Limited

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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

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

11.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

12. Confidential Information

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

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

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

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

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

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13. Notices

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

14. Applicability of Company Policy

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

15. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of High Court Rajasthan only.

16. Acceptance of our offer

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

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

Yours Sincerely,

TextNation Digital Solutions Private Limited

Ankita Shukla
Signing Authority

Dr. Mahesh Bundele
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Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
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ncluding TDS

Dr. Mahesh Bundele
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Director
Poornima College of Engineering
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Sitapura, JAIPUR

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Job Offer Letter

Mr. Avinash Dubey, April 08, 2024

S/o Mr.

Address:

Dear Avinash,

We are pleased to offer you, subject to the Offer Contingencies below, a position as an **RPA Trainee** with Roboticsforsure LLP**.**

Offer Contingencies: This offer, is contingent on:

You have no conflicting obligations that would prevent you from working for Roboticsforsure LLP.

1. **Compensation:** Your remuneration will be at the rate of **15,178/- (CTC) per Month during the Probation/training period.** You are entitled to a compensation package of **20,187/- (CTC) per Month for the first year after successful completion of training.** Based on your performance, you may be entitled to an increment in the next year, which can be up to 30%. Your Salary in hand will be after Your PF/ESI/TDS Deductions from CTC as per Govt. Norms.

2. **Appointment Date:** your appointment is effective from **April 10, 2023,** and you will report to the Head of Recruitment Dr. Rakhi Chauhan.

3. **Probation/Training period:** After the joining date, the first 1 month will be considered as a probation period and the next 5 **months** will be considered a training period. During the training period, you are not entitled to have any vacations. After successful completion of training, you may be offered full-time employment.

4. While on **probation/training,** depending on your performance the Firm at its discretion may extend the probationary/training period and/or confirm you as a permanent employee.

5. The initial contract period for your employment is up to 24 **Months of full-time employment including probation/Training period,** based on your contract period Firm has few binding conditions.

a. You must sign a bond guarantee for the equivalent in terms of **12 months of current basic salary compensation;** a separate document will spell out the exact terms and conditions.

b. You need to provide a **signed cheque to comply with the agreement.**

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Director
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Sitapura, JAIPUR

6. Your entitlement to a statutory bonus will be as declared from time to time provided your basic salary is within the limits prescribed under the Payment of Bonus Act, in addition to the Project incentive.
7. If, however, you should decide to terminate your employment with the Firm, based on your responsibility you must provide the Firm with **at least 2 Months of the notice period,** prior the relieved from your job responsibility. In the case of immediate release, you may have to compensate in financial terms. Also as forced saving amount will be forfeited as a Penalty.
8. In case of termination of services without notice period, Firm may not release the reliving and experience documents to support your employment. As well as **Firm, may blacklist the candidate for future employment.**
9. **Vacation:** During the job, you are a permanent employee you are allowed 12 days (Paid/Planned Leaves) per year to be used as medical or vacation days. All the vacation will be approved two weeks in advance.
10. Office working hours are 9:30 AM to 6:30 AM, but the work facility is available for employees to use 24x7.
11. You are required to have an average of 45 hours of work per week, Lunch and personal break times are excluded from the minimum work hour requirement.
12. Submit an Original of your credentials and emergency contact information for verification **on or before April 10, 2024.**

a. Certified copy of PAN Card/AADHAR Card/Voter ID/Driving License **(PAN and AADHAR is mandatory)** issued by Government Authority.

b. Certified copy of Educational Certificate issued by Board/University.

Note: Your Originals will be returned after verification.

13. Your appointment is a full-time assignment, and you will not at any time engage in any paid occupation or business outside the Firm without obtaining the prior written consent of the Firm. Further, this offer is subject to your undertaking that you will not during your employment with the Firm or at any time thereafter disclose to any person, firm, or Firm any information concerning the affairs of the Firm, or disclose, without the written permission of the Firm, any information which is or may be confidential.
14. A condition of your service is that you can be transferred temporarily or permanently for duty anywhere in India or abroad depending on the exigencies of work of the Firm or its affiliates/subsidiaries.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
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15. Salary and level of earnings within your group is personal to you depending upon your background, experience, and performance. As such a comparison between individual employees is invidious. Information related to your payroll is strictly confidential and as such you are requested not to discuss or disclose any information pertaining to your and other's salary perks.

16. Income tax and other taxes if any will be to your account and is subject to deductions at source wherever applicable.

17. For any further clarification on matters related to your salary/perks, you are requested to personally contact HRD Department.

18. The terms and conditions of your service are subject to change from time to time by the Firm.

Sincerely,

Brijesh Singh

CEO

I have read the provisions of the Employment Agreement and I accept the above offer.

Date:

08/04/2024

Avinash Dubey

RPA Trainee

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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ANNEXURE A

SALARY STRUCTURE DETAILS

Further to your offer as **RPA Trainee** with our organization, the details of your salary structure are given herewith. The salary is liable to deductions as per the Indian Income Tax Act.

COST TO FIRM				
Particular	**In Probation / Training**		**After Probation**	
	Monthly in	**Annual in**	**Monthly in**	**Annual in**
Basic Salary	8,400.00	1,00,800.00	11,475.00	1,37,700.00
House Rent Allowance	3,360.00	40,320.00	4,590.00	55,080.00
Other (Special) Allowance	2,940.00	35,280.00	3,500.00	42,000.00
Sub Total 1 (Gross Salary)	**14,700.00**	**1,76,400.00**	**19,565.00**	**2,34,780.00**
Employer contribution to ESIC @3.25% of Gross Salary	478.00	5,736.00	622.00	7,464.00
Total Cost to Firm	**15,178.00**	**1,82,136.00**	**20,187.00**	**2,42,244.00**

RoboticsForSure LLP
Plot No. 83/130, Third Floor, Opp. Govt. Girls Poly. Degree College, Haldi Ghati Marg. Pratap Nagar, Sanganer, Jaipur (302033)
Contact us:+91 9413533399, 8619827131 | Visit us: www.roboticsforsure.com

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Sitapura, JAIPUR

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NET TAKE HOME SALARY SUBJECT TO TDS IF ANY				
Gross Salary-Sub Total 1	14,700.00	1,75,400.00	19,565.00	2,34,780.00
ESI(Employee'sContribution to ESI @.75% of Gross Salary)	110.25	1,315.50	146.73	1,760.85
Net Take Home Salary	**14,111.75**	**1,69,349.00**	**18,796.27**	**2,25,555.00**

Gratuity (as per Govt. Norms):	You do complete 5 years of continued service with the organization; you are eligible for a Gratuity benefit	
Benefits	**Insurance**	After 1 year continue
	Bonus/incentive	As per your work performance
TDS Deductions		TDS Deduction as per Indian Income Tax Act.

For, Roboticsforsure LLP

Dr. Rakhi Chauhan
Director HR and Finance

Avinash Dubey
RPA Trainee

RoboticsForSure LLP
Plot No. 83/130, Third Floor, Opp. Govt. Girls Poly. Degree College, Haldi Ghati Marg. Pratap Nagar, Sanganer, Jaipur (302033)
Contact us:+91 9413533399, 8619827131 | Visit us: www.roboticsforsure.com

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ANNEXURE B

Please get the below documents on the date of joining Roboticsforsure LLP

1	Offer Letter (Self Attested)
3	2 passport size photos
4	Updated Resume
5	Photocopies (Self Attested) & Originals for Verification
	- Degree Certificate & Mark Sheet
	- Any Other Certificates
6	IDENTITY PROOF (Any two of the following)
	- Valid Passport Photocopy
	- Driving License Photocopy
	- Voter ID Card Photocopy
	- **AADHAR CARD Photocopy (Mandatory)**
	- **PAN Card Photocopy (Mandatory)**
7	Proof of Date of Birth (10th Class Mark Sheet)
8	**Signed Cheque of Personal Account (Mandatory)**

Dr. Mahesh Bundele
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Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

CGXI/JF/2/October2024/02

Letter of Offer for Employment

Dear Atharav Porwal,
E9/256, Chitrakoot Yojna, Vaishali Nagar,
Jaipur, Rajasthan - 302021

Further to your application and subsequent interviews, CGXI India Pvt. Ltd. is pleased to offer you an appointment as a **"Associate Trainee"- Band 5** on following Terms and Conditions –

1. **Your Gross Annual Fixed Pay for Financial Year 2024 i.e April 2024 - March 2025 would be INR 264,558/- per annum (Two Lakh Sixty Four Thousand Five Hundred Fifty Eight/-Only)** as detailed in Annexure 1 and in accordance with the company's compensation guidelines and normal payroll procedures, statutory provisions in force from time to time and deductions of appropriate taxes at source. The company may modify job titles, salaries and benefits from time to time as it deems necessary. Your remuneration package and salary structure / details are confidential between you and the management of the company and you should not discuss it with anyone except your HR.

2. Your place of posting will presently be at CGXI India Private Limited, Gurugram. However, during the course of your employment with the Company, you are liable to be posted/transferred to any branch, shift, post of place or to sister concern whether in existence or which may come into existence hereafter. Also, the management can shift the place/places of working anywhere in India and in that event, you will have to make compliance for working at the new place of work.

3. The start date of your employment is currently targeted as October 14th 2024. This Offer is contingent on you commencing employment with the Company on or before the above mentioned date. Further, if you do not join the Company on a mutually agreed date of joining, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based if we do not receive your acceptance within 1 working day from the date of this letter, or if, after your acceptance of this offer, you have not joined the Company by aforementioned date of joining, the terms of this letter and this offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. By accepting this offer, you expressly agree that you will join on the joining date as aforesaid.

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4. You will have to carry out duties as are assigned to you whether you are required to support in the IST/US/UK hours as may be directed by Management and your superiors from time to time which in the event of your refusal will amount to gross misconduct.

5. Hours of Work - You will be required to work for such hours as necessary for the proper discharge of your duties to the Company and not less than 45 hours each week. The Company shall from time to time, inform you of your shift timings and work schedule.

6. Probation - You will be on probation for a period of three (3) months from the date of your joining, where after, if your services are found satisfactory, you will be confirmed by means of a written intimation. Probation period will be considered to be extended till confirmation letter is issued.

7. Notice Period:
    a) During probation, this contract of employment is terminable by either party by giving a 90 days' notice period or on payment of salary in lieu of the notice period.
    b) Once an employee is confirmed, this contract of employment is terminable by either parties be giving a 90 days' notice period or on payment of salary in lieu of the notice period.

7. You are requested to note that CGXI is not bound by any terms that are not explicitly outlined in the offer letter and the terms of this offer letter supersede any prior oral discussions involving the matters addressed in the letter.

8. Your employment will be governed by the Appointment Letter, Employee's Handbook, and HR Policies of the company which will be made available for your perusal and reference. Above mentioned terms and conditions will be superseded by Rules, Regulations, Policies and Processes as given in the latest version of CGXI's Employee Handbook at any point of time including at the time of joining.

9. As informed earlier, you are required to sign a service agreement with CGXI on the date of joining and the Surety Bond signed by either of your Parents, is notarized by a Notary Public and submitted to CGXI within 15 days from the date of joining. T&C of Service agreement unless earlier terminated pursuant to the terms and provisions of this agreement, this agreement shall have a term (The "Term") of two years from the date of joining. You shall not be entitled to resign during this period of two years. Any violation of this clause will result in payment of Rupees One Lakh (Rs.1,00,000/-). The company will not entertain any reference check inquiries made in future regarding the concerned person.

10. This offer is a clear indication of the confidence that the particulars furnished in your

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Director
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application and resume are correct. Failing to do so; your appointment with the company shall stand terminated/canceled without any notice.

11. You are requested to send us a copy of your resignation letter within 2 working days of release of your offer letter.

12. You agree that you will render your services exclusively to CGXI India Private Limited on a full-time basis. You are not entitled to take up any other assignment or employment of any nature whatsoever, part time or otherwise, with any other company, organization or individual, which may involve personal input directly or indirectly in any way whatsoever.

13. This offer and your employment with the Company is subject to satisfactory completion background and reference checks, which may occur at any time prior to or after your effective start date.

14. In case of nonconformance of any of the clauses stated above or not joining as per committed joining date, this offer letter will stand null and void.

Please sign the duplicate copy of this letter on each page as token of your acceptance of the terms and conditions detailed in this letter and submit the same on your date of joining.

In case of any queries, please feel free to reach out to us by writing to hr@continuumglobal.com. Wishing you a rewarding career with CGXI and welcoming you to our Pursuit of Excellence.

Wishing you a rewarding career with CGXI and welcoming you to our Pursuit of Excellence.

Name: Atharav Porwal

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Disclaimer: - This is computer generated offer letter, no signatures are required

Annexure 1: Compensation Break Up

Name: Atharav Porwal **w.e.f. 14th October, 2024**

Particulars	Amount (PM)	Amount (PA)
Basic Salary	14500	174000
House Rent Allowance	4350	52200
Management Allowance	668	8019
TOTAL CASH COMPENSATION (A)	**19518**	**234219**
ANNUAL BENEFITS (B)		
Benefit Particulars		**Amount (Rs)**
Employer's contribution to Provident Fund @ 12% of PF Wages, as applicable		21600
Employer's Contribution towards Group Health Medical Insurance, Group Personal Accident Insurance and Group Term Life Insurance, as applicable		871
Employer's contribution to ESI @ 3.25% of ESI Wages, as applicable		7868
Employer's contribution towards Sodexo Pluxee		0

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BENEFITS	**30339**
TOTAL REMUNERATION (A+B)	**264558**
Employer's contribution to Statutory Bonus	13942
** Benefit Details	Amount (Rs)
Group Health Medical Insurance Coverage (For Self, Spouse, 2 Dependent children and 2 Dependent Parents)	0
Group Personal Accident Insurance Coverage	500,000
Group Term Life Insurance Coverage	529,116

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* Taxes and other statutory deductions/Payments (Ex., employee contribution to provident fund, ESI, Labor Welfare Fund etc. as per applicable law. In case of any changes in statutory deductions/payments owing to changes in respective law or any other non Statutory component, same will be adjusted through management allowance.
* Statutory bonus will be payable as per Payment of Bonus Act, 1965
* Employee must produce latest salary slip (with No PF Deduction) of last employer, must not have Aadhar card registered on EPFO website and monthly Basic must be more than Rs 15,000/-. For exemption from Provident fund deduction. All three conditions are mandatory to meet for exemption
*Gratuity under Payment of Gratuity Act is additional.
* Employee will be covered mandatorily under ESI, if ESI wages per month is less than Rs 21,000/-. If you are covered under ESI, you will not be covered under Group Health Medical Insurance. Group Personal Accident Insurance and Group Term Life Insurance will still be applicable in such cases
*LTA, Telephone reimbursement and Uniform Allowance will be paid Monthly as a taxable allowance. You would be required to submit corresponding bills as per Income tax rules to Finance in Jan/Feb to avail tax benefit against these components.

In case of any failure on your part to fulfill any condition mentioned here-in-this-letter, your eligibility and/or entitlement to claim or retain any amounts as mentioned in this letter shall automatically become ineffective, null and void and shall stand canceled without any notice, reference or opportunity to you.

All other terms and conditions of employment remain unchanged.

Atharav Porwal

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Letter of Intent

Dear Ms. Astha Sharma **Date: 9th February 2024**

With reference to your interview conducted by us at Amity University, we are pleased to inform that you have been shortlisted for the position of **Software Developer** with Ubuy Technologies Pvt. Ltd. (hereinafter referred to as "UTPL").

UTPL solely reserves the right to make any changes to the date of joining and the location of posting according to the business requirements.

The following are the terms and conditions of your employment:

- Your Joining Date will be **12th February 2024**.
- Your Compensation will be **Rs. 10,000 Per Month. (Stipend)** for Six Months.
- You are expected to enter into an employment agreement with UTPL which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with UTPL.
- You may be required to undergo classroom training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically.
- You will be on a probation period of six months from your date of joining after successful completion of probationary period, based on your performance and assessments, you will be appointed with the employment of the Company and your Annual CTC will be **INR 3,50,000/**. (depends upon your performance).

Ubuy Technologies Pvt. Ltd.

52/183, Ubuy Tower, Opp. HCG Cancer Hospital,
VT road Mansarovar, Jaipur

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
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Sitapura, JAIPUR

- You will be required to sign a service agreement of 12 months (after completing Prob. Period) with a surety amount of Two Months 'salary. This amount shall be payable to the Company only on the event of your separation from the company before 12 months from the date of Joining (As a full-time employee).

- UTPL reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company.

- On the date of joining, you would be required to submit the documents which is attached in the same email. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

- If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission, or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission, the company shall be entitled to recover the damages from you.

- You will also be governed by the standard terms and conditions applicable across the company as existing and as may be amended from time to time.

- Any of the confidential information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged, or made public by you during and/or after the association with the Company.

- Please share your acceptance to offer as a confirmation within 7 days of receiving this letter and sign the duplicate copy of this Offer Letter and submit the same on the day of joining failing which this Offer letter extended to you by Ubuy Technologies Pvt. Ltd. Shall stand withdrawn without any liability.

Ubuy Technologies Pvt. Ltd.

52/183, Ubuy Tower, Opp. HCG Cancer Hospital,
VT road Mansarovar, Jaipur

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by Ubuy Technologies Pvt. Ltd. will stand withdrawn without any liability.

Welcome to **Ubuy**! We look forward to a mutually fruitful association.

Congratulations & Warm Regards,

For Ubuy Technologies Pvt. Ltd.

Dinesh Kumar
Director

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

CIN: U72200RJ2009PTC028316

in time tec
CREATING ABUNDANCE

InTimeTec Visionsoft Pvt. Ltd.
Registered Office : Plot No. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur-302034
Branch Office : Site No. 271, Sri Ganesha Complex, Hosur Main Road, Madiwala, BTM 1st Stage, Bangalore- 560068
E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Date: - 26-Sep-2023

Employment Offer Letter

Name: - Aryan Nama
E-mail: - aryan.nama001@gmail.com
Mobile- 9929314383

Dear **Aryan Nama**,

This is regarding your application for employment with **InTimeTec Visionsoft Pvt. Ltd.** We are pleased to offer you an internship followed by employment, with **InTime Tec Visionsoft Pvt. Ltd** at our **Jaipur** office located at **Plot no. 1 / 2, Kanakpura Industrial Area, Kanakpura. Sirsi Road, Jaipur-302034.**

Your proposed designation is **Trainee** during the internship period up to 6 months. After successful completion of your internship and based on your performance during the internship, your designation will change to **Jr. Software Engineer** with an annual salary of **Rs. 5.50 Lakhs**.

During your internship period, you will be entitled to a stipend of Rs. 15,000/- per month.

Joining Date for Training

You are required to report on duty at our office on **09-Jan-2024**

Internship Period & Confirmation

Upon your satisfactory completion of the internship period, you shall be a confirmed employee of the company. The company reserves the right to either extend the internship period or terminate your employment if your performance fails to meet the expectations set by the company.
If you, for any reason, leave the Company during the internship period or within two months of confirmation as an employee, then, you shall forthwith to indemnify the company a sum total of the amount you have received as stipend or as salary (Cost to Company) starting from the period you have joined the company.
A 'certificate of Internship' will only be issued if an individual "successfully completes" 6 months of internship as a Trainee.

This is a Computer-Generated Document. No Signature Required.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

CIN: U72200RJ2009PTC028316

in time tec
CREATING ABUNDANCE

InTimeTec Visionsoft Pvt. Ltd.
Registered Office : Plot No. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur-302034
Branch Office : Site No. 271, Sri Ganesha Complex, Hosur Main Road, Madiwala, BTM 1st Stage, Bangalore- 560068
E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Appraisal

Performance reviews and annual appraisals are done in the month of April and increments are therefore granted on merit according to the company policy.

Place of Work and Mobility

You shall be based in **Jaipur** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India. You will be governed automatically by the rules and regulations, and terms and conditions, applicable to the new assignment.

Non-Disclosure and Intellectual Property Rights

As a condition of your employment, you will be required to sign the company's standard form of Confidential Information and Assignment of Inventions Agreement at the time of your joining. The company retains the ownership of intellectual property rights related to copyrights concerning works undertaken during the employment of the company. You are also not allowed to carry portable storage devices in and outside of the company premises.

Notice Period and Termination

Either the company or you may at any time terminate this agreement by giving in writing to the other party 60 days' notice or in lieu thereof a sum equal to the amount or pro-rated amount of CTC which would have accrued to you during the period or remaining period of notice, though the buyout of the notice period will be entertained only subject to management approval. This clause will be applicable only after the successful completion of probation.

The company would terminate the employee with immediate effect if caught engaged in dishonest or suspicious behavior, or misconduct of theft of company products.

This is a Computer-Generated Document. No Signature Required.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

in time tec
CREATING ABUNDANCE
CIN: U72200RJ2009PTC029316

InTimeTec Visionsoft Pvt. Ltd.
Registered Office : Plot No. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur-302034
Branch Office : Site No. 271, Sri Ganesha Complex, Hosur Main Road, Madiwala, BTM 1st Stage, Bangalore- 560068
E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Annual Leave

From the day of joining, you shall be entitled to annual leave accordingly to company rules. During the internship period, you are only allowed to take leaves for your examination. The company's holiday year runs from the first day of January to the last day of December.
The company declares holidays based on the location of work. The annual leave entitlement for the calendar year is 18 for all confirmed employees. Employees with less than 1 year of service receive a proportional amount of annual leave entitled. Further details would be given to you at the time of your joining the organization.

Rules and Regulations

Your job will be subject to the policies, rules, and regulations of the company as promulgated and modified from time to time in relation to your conduct, employment, and all other factors.
In addition to the above, all internal policies, rules, and regulations as may be in the operations at the time of your acceptance of the appointment with the company may be amended or altered, with or without notice, from time to time at the discretion of the company and will be applicable to you.

Acceptance

Please sign this letter indicating your acceptance to the offer of employment and send it to us at the earliest. If we do not hear from you within 7 days from the date of release of this letter, we shall assume that you do not wish to accept the company's offer of employment and our offer expires. We look forward to having you in the **In Time Tec Visionsoft** family.

Regards,
Pooja Maheswary
7008842513
Assistant Manager - HR
InTimeTec Visionsoft Pvt.Ltd.

I hereby agree to and accept the terms of the employment offer and shall report for duty on the 09-Jan-2024
Signature Aayan
Name: Aayan Nama
Date: 30/09/2023

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Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

in time tec
CREATING ABUNDANCE

CIN: U72200RJ2009PTC028316

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Registered Office : Plot No. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur-302034
Branch Office : Site No. 271, Sri Ganesha Complex, Hosur Main Road, Madiwala, BTM 1st Stage, Bangalore- 560068
E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Salary Break-up Letter after Internship Confirmation

Dear **Aryan Nama**

Your monthly salary details & total cost to the company are as follows:

Proposed Breakup

Total Annual CTC		550000
Particulars		**Monthly**
Total Monthly CTC (A)		45,833
Employee Benefits (Deductible) (B)		4,252
Health Insurance	1,350	
Provident Fund (Employer Part)	1,800	
Gratuity	1,102	
Gross Salary (C) = (A) - (B)		41,581
Basic Salary	22,917	
House Rent Allowance	11,458	
Leave Travel Allowance	2,500	
Telephone & Internet Allowance	1,500	
Other Allowance	3,206	
Statutory Deductions (D)		1,800
Provident Fund (Employee Part)	1,800	
Professional Tax	0	
Net Salary (E) = (C) - (D)		39,781

Kindly Note:

The company is responsible for deducting taxes, PF & any other liability that is binding by the law. The salary paid to you will be calculated by deducting any such payments from your gross salary.

Best Wishes,

In Time Tec Visionsoft (p) Ltd.
Pooja Maheswary
7008842513

This is a Computer-Generated Document. No Signature Required.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

OFFER LETTER

February 20, 2024

Dear ANUPAM ANAND,

Congratulations, you have successfully made it through the Selection process. We are pleased to offer you the role of **Business Development Trainee** with **PLACIFY TECHNOLOGIES PVT. LTD**. We are excited to have you onboard with us. We believe that you are a suitable candidate and would play a significant role in the success of our organization. We wish you success with a platform for learning with lots of experience in **PLACIFY**.

Please find the following details:
Job Title: Business Development Trainee
Duration of Internship: 4 Months
Training Date: 23rd February to 28th February
OJT Start Date: 29th February 2024
OJT End Date: 30th June 2024
Reporting Date and Time: 10:30 AM,12th February 2024

Stipend: INR 16,000 Per Month + 10,000 Incentives Based on target overachieved.

Target: The target will be discussed and assigned during the induction. Full-time will be after the successful completion of the probation period.

Please confirm your acceptance, by signing the letter and mail the signed and scanned copy of your offer letter with the documents as mentioned below to the same mail within **3 working days. Otherwise, it will automatically withdraw if we do not receive your acceptance as per the mentioned timeline. 5 days training period will be unpaid**. In case of any query or doubts kindly reach out to us. I have read and understood the above terms and conditions and I accept this offer, as set forth above with **Placify**, and will **report on 23rd February 2024.**

SIGNATURE: _____ DATE: _____

(Candidate's Signature)

+91-8920736774 Greetings@placifytechnologies.com

23, Jakhar Marg, Vivek Vihar, Bajaj Nagar, Jaipur, Rajasthan 302015

CIN: U62099RJ2023PTC089872, PAN: AAOCP0686Q

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

TRAINING POLICY

- By accepting this offer letter, you are agreeing to carry out all the tasks and responsibilities assigned to you during your working hours in accordance with our company's management guidelines.
- We kindly request that you focus on your job during your designated working hours and put in your best effort. You are not permitted to engage in any other employment activities during this time, except for those related to your college commitments.
- During your internship, you will be entitled to one paid sick leave. To avail of this sick leave, you will need to provide the necessary documentation to support your illness or medical condition.
- In addition to the one paid sick leave, please note that you will not be eligible for any other employee benefits during your internship period.
- During your internship period, the company reserves the right to end your internship if there is unsatisfactory performance, a breach of the code of conduct, or any misconduct within the organization.
- If you decide to discontinue your internship for any reason, it's important to formally inform the HR department and your managers through email. Additionally, you will be required to serve a notice period of 15 days. Once this notice period is completed, your full and final settlement will be processed.
- It's essential to adhere to all the rules, regulations, the code of conduct, and other policies established within the organization.
- Upon successfully completing your internship, you may be considered for a full-time job offer from the company, contingent on your consent & your performance during the internship period.

- **Working Hours:** 9 hours including a lunch break of 1 hour.
- **Job Type:** Full Time
- **Location**: Jaipur
- **Office Time**: 10:30 PM TO 07:30 PM.

DATE: _____

SIGNATURE: _____

(Candidate's Signature)

Best Regards

PLACIFY TECHNOLOGIES PVT. LTD. JAIPUR

PLACIFY TECHNOLOGIES PRIVATE LIMITED

+91-8920736774 Greetings@placifytechnologies.com

23, Jakhar Marg, Vivek Vihar, Bajaj Nagar, Jaipur, Rajasthan 302015

CIN: U62099RJ2023PTC089872, PAN: AAOCP0686Q

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Documentation

Sl. No	Particulars
1.	**Professional / Educational Certificates and Mark Sheets towards:** • 10th standard or equivalent examination (Original MS for Verification) 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications(If any)
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name as per Bank records, Accounts Number, IFSC Code**

+91-8920736774 Greetings@placifytechnologies.com

23, Jakhar Marg, Vivek Vihar, Bajaj Nagar, Jaipur, Rajasthan 302015

CIN: U62099RJ2023PTC089872, PAN: AAOCP0686Q

Dr. Mahesh Bundele
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Director
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ISI-6, RIICO Institutional Area
Sitapura, JAIPUR



ANSHUMAN SINGH

Bench Sales Recruiter

Emp. ID	:	1453
Blood Group	:	B+
Date of Joining	:	18-03-2024
Date of Birth	:	08-10-2002
Emergency No.	:	901 279 9969

CODEX TECH-IT

We Deliver Jobs Faster

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

CODEX TECH-IT
We Deliver Jobs Faster

Date: 18-Mar-24

Anshuman Singh,

Visnagar, Gujarat.

Sub: Offer Letter

Dear **Anshuman Singh,**

We refer to your recent discussions with us and are pleased to offer you the position of **Bench Sales Recruiter**.

Your job location is '**Visnagar**'. Your date of Joining will be on or before **18-Mar-24**

You will report to **Team Lead Marketing.**

Remuneration: Your annual fixed Cost to the Company (CTC) would be **₹ 300000/- (Three lakh Only)** discussed during the interview is all-inclusive. The details of the salary will be given to you at the time of joining.

Your employment with the Company will be subject to the following pre-conditions:

- You will submit relevant documents as mandated by the Company;
- You shall submit/produce a required certification or complete mandated assessments which are the basis for offering you employment opportunity with the Company;
- You shall 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 thirty (30) days of joining the Company;
- 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.
- 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.
- You provide two satisfactory references, one being from your most recent employer (prior to joining the Company);
- Your background verification check (including address, academics, employment, criminal, etc as applicable) conducted by the Company is cleared;
- 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 be part of any pending investigation (whether judicial, quasi-judicial, or otherwise) which you have not disclosed from the Company prior to your joining.
- As a condition of your employment with the Company, you may be required to undergo certain specialized training, certification, and/or skill upgradation, 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, which inter alia provides a commitment to work for the Company by executing Service Bond.
- The offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of documents or certificates, information, or data given by you at any time before joining and during your employment with the Company, as proof of the above, we reserve the right to revoke our offer of employment. Further, Employment as per this letter is subject to you being medically fit.

CodeX Tech-IT LLC
Address: 2nd Floor, Sarthak Square, Dharoi Colony Rd, Above Reliance Smart, Visnagar, 384315
Email – info@codextech-it.com **Web** – www.codextech-it.com

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

CODEX TECH-IT
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At the time of joining, please submit copies of the following documents and produce originals wherever required:

- Identity Proof – PAN CARD
- Address Proof – AADHAAR CARD
- 2 Passport size photographs (Dress Code: Formals).
- Copy of Educational certificates (From Std. X till graduation/PG/Ph.D. etc)
- Relieving certificate, salary slip/certificate of the last pay drawn from the previous employer/Copy of Resignation duly accepted by the Current Employer
- Experience certificate from all past/previous employers.
- Form 16 and proof of earnings for the past year (in case of employed personnel)
- Cancelled cheque Or Photocopy of passbook

Prior to joining the organization, you will ensure that you will be free from any contractual restrictions preventing you from accepting this offer or starting work on the joining date mentioned herewith.

Your employment with the Company is governed by the General Terms and Conditions of employment contained in Annexure I attached hereto.

This offer is valid for a period of two (2) days from the date of issue and shall lapse automatically unless you confirm your acceptance of the same.

At the Company, one of our goals is to afford all our people the opportunity to pursue their careers, achieve their personal best, and balance their personal and professional goals. The Company 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 on each page in the space provided below and return a duplicate version of this letter immediately to us within two (02) 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 the date of the Employment Offer Letter.

If you find the above terms of employment acceptable, you are requested to sign a copy of this offer letter as a token of acceptance and submit it back to us or also revert to email with your acceptance.

For CodeX Tech-IT LLC

Mr. Tushar Malkan
Partner

Acceptance

I have read and understood the contents of this Employment Offer Letter and General Terms and conditions attached in Annexure –I and accept all the terms and conditions of this Letter in its totality which are part of this Offer Letter. I confirm that there are no other oral/written understandings other than as detailed herein between me and the Company.
I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Anshuman

Anshuman Singh
Date: 18-Mar-24
*This the computer-generated document. No signature is Required.

CodeX Tech-IT LLC
Address: 2nd Floor, Sarthak Square, Dharoi Colony Rd, Above Reliance Smart, Visnagar, 384315
Email – info@codextech-it.com **Web** – www.codextech-it.com

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

RazorpayX Payroll CODEX TECH-IT

Payslip: Aug 2024
Generated by RazorpayX Payroll

Net Pay	=	Gross Pay (A)	Deductions (B)
24,800		+ 25,000	- 200

Employee Code
1453

Name
Anshuman Singh

PAN
OBAPS7864D

Account no.
50100397993551

IFSC code
HDFC0001896

Date of joining
18/03/2024

Regime Opted
New Regime

Gross Pay (A)
The total money you earned before the deductions

Earnings	Monthly	Total Amount
Basic	12,500	12,500
House Rent Allowance	6,250	6,250
Special Allowance	3,750	3,750
Leave & Travel Allowance	2,500	2,500
	Gross Pay	**25,000**

Deductions (B)
The amount deducted for taxes and other benefits

Deductions	Monthly	Total Amount
Professional Tax	200	200
	Total Deductions	**200**

Yearly Taxable Income (C)
The money you will earn annually excluding the exemptions you declare

Description	Gross	Exempted	Taxable
Basic Salary	1,39,927	0	1,39,927
HRA	69,963	0	69,963
Special Allowance	41,978	0	41,978
Leave & Travel Allowance	27,984	0	27,984
		Annual Taxable Salary	**2,79,852**

Net Taxable Income (E)
Your taxes are calculated on this amount after considering all investments you claimed to save taxes

Details	Amount
Annual Taxable Salary (C)	2,79,852

This is a computer generated payslip and does not require a signature.

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Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Details	Amount
Standard Deductions (Section 16)	-75,000
Net Taxable Income	**2,04,852**

Tax for 2024 - 25

Tax will be deducted on this Net Taxable Salary after all exemptions

Details	Amount
Tax on Taxable Income	0
Net Tax	0
Tax Deducted Till Date (Current Employer)	0
Tax To Be Deducted This Year	**0**

Tax for Aug 2024

Tax to be deducted (F) / No. of payroll exections left in this financial year

Tax to be deducted this month	0
Tax Deducted This Month	**0**

Monthly tax

Projected TDS for rest of the year are marked with *

April 2024	May 2024	June 2024	July 2024	August 2024	September 2024 *
0	0	0	0	0	0
October 2024 *	**November 2024 ***	**December 2024 ***	**January 2025 ***	**February 2025 ***	**March 2025 ***
0	0	0	0	0	0

* These may change if there is a change in your income

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04/12/2023

Ref. No. 63MT/HR/OFR/1491/2023

Mr. Ankit Kumar
621, 21, sector 9c, chirudih,
Bokaro, Jharkhand
India - 827009

Mr. Ankit Kumar,

Sub.: Offer Letter

We refer to the selection process recently undergone by you, we have pleasure of offering you traineeship in our company, in **ODIN** department at **Mumbai**, as **Trainee** in grade **G1**.

Your placement in Grade **G1** is based on your qualification, past experience, and our internal benchmarking system. You will be entitled for various company facilities & perks applicable in the grade as per the company policy.

For our records total **0.00 yrs.** has been considered as relevant out of a total **0.00 yrs**. experience based on details submitted by you. This relevant experience will be considered by us, for all future progression in the organization.

As agreed by you, you will be paid a stipend amount subject to deduction of applicable taxes. Furthermore, you will also be entitled for Insurance benefits as per your grade, if applicable. Your Total Indicative Remuneration is as per **annexure 'A'**.

The terms and conditions of traineeship will be as per **Annexure 'B'**.

You are requested to join the company not later than 12/02/2024.

This offer of traineeship is subject to your submission of below documents at the time of joining.

a. All mark sheets and passing certificates (X, XII, Graduation, Post-Graduation, Master's Degree etc.) are required to be submitted in originals, along with a photocopy. The originals will be returned after verification.
b. Copy of Aadhar card, PAN card is mandatory (Originals are required for verification).
c. Current Address proof (if different from Aadhar card).
d. Relieving letter/Resignation acceptance from previous organization.
e. Four formal passport size colour photographs with **WHITE** background (with tie compulsory for male)
f. Details of Saving Bank account with Branch, IFSC code.

All the documents mentioned above are required to be submitted in the original, along with a photocopy. The originals will be returned to you immediately after verification.
You may have to undergo a medical check-up with the medical practitioner nominated by us.

You shall also be required to sign an undertaking with the company for non-compete, non-disclosure etc. as per our policy and practice.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

This offer is made in good faith, based on the information provided by you regarding your own profile, including age, qualifications and past experience. Should any of the information provided by you proved to be incorrect at any stage, whether prior to or after your joining the organization, the offer will stand automatically cancelled without any benefits of the terms of employment or any compensation accruing to you. We also reserve the right to withdraw the offer if anything adverse about you comes to light either through independent verification or through reference checks, including that from your previous employer(s).

All disputes of whatsoever nature shall be subject to the jurisdiction of the Courts at Mumbai.

This offer of traineeship records all prior commitments given by us verbally or in writing, and is the sum total of our understanding with each other. We also take this opportunity to welcome you in our organization and look forward to a mutually rewarding association with you.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the appointment on the terms and conditions mentioned above.

For, 63 Moons

Mr. Vasu Patta
Vice President - Human Resources

I accept

_____
(Signature of Candidate)

63 moons technologies limited

Corporate Office: FT Tower, CTS No. 256 & 257, Suren Road, Chakala, Andheri (East), Mumbai 400 093, India. T. +91 22 66868010 I F: +91 22 66868050 I E: info@63moons.com I W: www.63moons.com

Registered Office: Shakti Tower - 1, r floor, Premises E, 766, Anna Salai, Thousand Lights, Chennai 600 002. T: +91 44 4395 [illegible] I E: +91 44 4395 0899 I CIN No.: L29142TN1988PLC015586

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Annexure 'A'

Name: Ankit Kumar
Designation: Trainee
Grade: G1 w.e.f. : 12/02/2024

Components of the Salary Package	Amount (p.a.)
Annual Stipend	538821
Sub Total (A)	**538821**
Other Benefits Costed @	
Insurance Premium	11179
Sub Total (B)	**11179**
Annual Stipend + Other Benefits	**₹ 550,000.00**

Note:

1. Insurance Coverage Details:-	Sum Assured
Term Life Policy	500000
Accident Policy	750000
Mediclaim Policy (For self, spouse & two children)	200000
Critical Illness Policy	200000

2. Any revision of allowance and/or perquisites, will not apply unless specifically notified in writing.

3. Compensation will be subject to TDS as per applicable Tax Laws.

4. You will be governed by the company's service conditions/policies/processes as may be in force from time to time.

Mr. Vasu Patta
Vice President - Human Resources

_____
(Signature of Candidate)

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Annexure 'B'

1. **Place of training**
   Your initial place of training will be at our **63MT** Office. However, during the course of training, you are liable to be placed for service at our discretion at any of the Company's establishments / departments / divisions anywhere in India as also the associate Companies and subsidiary Companies at the sole discretion of the management.

2. **Trainee**
   You will be placed as trainee for a period of One year from your date of joining after which you will be considered for regular appointment subject to availability of vacancies and successful completion of your training. In case you are selected for regular appointment you undertake to serve the Company for a period of one year from the date of your appointment as a regular employee. You shall be required to sign an undertaking with the company to this effect at the time of joining duties as per our policy and practice. Your trainee period will be deemed to have been extended until such time as you receive your letter of regular appointment or your training arrangement is terminated in writing.

3. **No simultaneous employment**
   While associated with the organization, as a trainee, you shall not be permitted to be employed with any other organization or person in any capacity whatsoever. You are also forbidden from any form of association, including employment or consultation, with any company that is a direct competitor or is in the same/similar line of business as **63 Moons** or its subsidiaries or associates, while being a trainee in the Company /or for a period of one year after separation from the company.

4. **Training / Career enrichment**
   The company may provide various other training programmes for your career enrichment during your stay with the company. If you leave the company within two year of completion of any such training provided to you, you will be liable to recompense.

5. **Termination**
   Either party shall have the right of terminating the employment by giving the other party required notice in writing subject to company's separation policy. The Company however, in case the exigencies of work so require, may refuse to accept salary or in lieu of notice or instead require you to serve the notice period. Notwithstanding the above, the company shall have the right of terminating your employment under the following circumstances.

   a) Forthwith, in the event of any misconduct on your part or any breach of terms of your employment with the Company.

   Or

   b) At any time by paying salary in lieu of the deficient notice period, without assigning any reason, at the discretion of Management. In the event, you resign from your duties for any reason whatsoever in nature, we shall not be issuing the relieving letter.

6. **Leave**

   You will be entitled for leaves as per company policy

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

7. **Discipline**

You will be governed by the Company's rules and regulations that may be in force at the time of your appointment and also by such rules & regulations as may be in force from time to time.

8. **Postal Address**

You will keep the Company informed of your postal address for communication including changes that may occur during the period of your employment with the Company.

You shall be governed by the policies of the Company in force from time to time.

With Regards,

For, 63 Moons

Mr. Vasu Patta
Vice President - Human Resources

I accept the above terms and conditions

_____
(Signature of Candidate)

63 moons technologies limited

Corporate Office: FT Tower, CTS No. 256 & 257, Suren Road, Chakala, Andheri (East), Mumbai 400 093, India. T. +91 22 66868010 I F: +91 22 66868050 I E: info@63moons.com I W: www.63moons.com

Registered Office: Shakti Tower - 1, r floor, Premises E, 766, Anna Salai, Thousand Lights, Chennai 600 002. T: +91 44 4395 [illegible] E: +91 44 4395 0899 I CIN No.: L29142TN1988PLC015586

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Annexure 'C'

Kindly ensure you have the proper IT systems and infrastructure to perform your job duties from a remote location. The guidelines that you are required to follow are mentioned below.

Section 1: Mandatory Guidelines

1. **IT Systems and Technology**
   a. It is expected that you arrange for reliable and stable IT facilities at your remote place of work (home).
   b. These include PC / Laptop, Broadband Internet connection, Inverter / UPS for power backup that is appropriate to power reliability in your area of residence, etc.

2. **System Configuration**
   a. Intel Core i3 & above with a minimum 8 GB memory is recommended for better performance.
   b. Kindly ensure Operating System (OS) with Windows 10 / iMac 13.X and above is installed.
   c. It is recommended that the PC / Laptop has a licensed copy of the OS that is regularly updated with latest patches.

3. **Bandwidth connectivity**
   a. You are expected to use a stable broadband Internet connection that provides with a consistent speed of minimum 15Mbps. (If there are multiple users at home then its is advisable to procure broadband speed of 40/50 Mbps & above)
   b. Test your internet speed frequently using https://fast.com from your home PC / Laptop. It is also expected that a backup connection is available, if reliability is an issue.
   c. A wired connection (i.e. Ethernet cable) of RJ 45 is recommended over Wi-Fi, if possible.
   d. Try to keep your home PC / Laptop near to Wi-Fi router for better Wi-Fi connectivity.
   e. If you are using Mobile / Wi-Fi Dongle Hotspot, sitting near to window would give better cellular connectivity.
   f. Incase of Wi-Fi connectivity issue, always use 4G Internet connection while using mobile hotspot for better internet speed.

4. **Home Office Space:**
   a. The employee should, as far as possible, make available a suitable space in their home, which allows for undisturbed working. We understand that completely isolated working space may not be possible in all cases. Hence employees are expected to use their discretion to try and arrange whatever best they can to create a good working environment.

   b. Maintain decorum during meetings/calls. Be in appropriate clothes during video conferencing meetings. (refer to Do's and Dont's of Video calls mentioned in the later section of the document)
   c. While we understand that working from home cannot always be a completely isolated environment with

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Sitapura, JAIPUR

children and other family members sharing space with you, the employees are expected to do whatever is feasible to ensure they maintain balance.

d. Family members sharing Internet connection during office hours can reduce the connection speed. Please ensure adequate bandwidth is available for remote work after considering the needs of your family (school / college virtual classrooms & entertainment needs etc). Ensure you subscribe for appropriate broadband bandwidth plan after considering all the above needs. It is also recommended that bandwidth hungry applications like online movies, video streaming services Netflix, Prime, YouTube etc. are best avoided during office hours on a shared Internet connection / Wi-Fi.

5. **Security and Access controls:**
   a. A remote access is provided via VPN which is protected by encryption and security protocols, which keeps the data private and secure.
   b. Remote-access is controlled by role-based access control (RBAC).
   c. Ensure your Login Password to the 63 moons domain is not shared with anyone.
   d. Ensure that remote-access software is updated, Windows patches and licensed antivirus is updated on your device.
   e. Keep strong password for your device from where you access WFH and keep changing periodically.
   f. Always lock your home PC / Laptop screen when not in use to secure data. Session will get terminated automatically if remain ideal considering security aspects.
   g. PC / Laptop to have a screensaver with password.
   h. Data transfer (Print/Copy/Paste) between home device to office PC is blocked in both directions and violation will be viewed seriously and may entail strict disciplinary action.
   i. Please avoid downloading suspicious, unauthorized or illegal software at your home device while WFH.
   j. Employees to maintain complete data confidentiality while WFH and no information shall be shared to anyone.
   k. Never use public Wi-Fi for WFH access, also reset default password of your home Wi-Fi and change periodically.
   l. Restart your PC / Laptop at start of everyday session and keep minimum local programs running when accessing the corporate network.
   m. Do not send any confidential data of the organisation or clients through personal email.

6. **Compliance:**
   a. While working remotely, employees will remain subject to all confidentiality clauses contained within their contract of employment.
   b. WFH will be governed by the IT & other Company Policies and any violation to the mentioned terms shall be presented to the Management for appropriate action and could result in disciplinary action

Section 2: Non-Mandatory Guidelines

7. **You can boost your Wi-Fi coverage by adhering to following tips:**
   a. **Select a good place for your router**
   Not all places are equally suitable for your router. To start with, you want to avoid placing your router close to metal objects and appliances that emit electromagnetic waves. Metal is the top disrupter of a Wi-Fi signal, and its presence close to a Wi-Fi router can easily create a large dead zone.

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b. **Keep your router updated**

There is a growing number of large-scale malware attacks that are costing businesses and individuals alike billions every year. Many of these attacks wouldn't be possible if all routers were kept updated. Once a malware infects a router, it can steal bandwidth and spread itself across the network to other devices. But even without a presence of a dangerous malware, routers with old firmware perform worse than routers that are properly updated.

c. **Cut Off Wi-Fi Leeches**

An encrypted, password-protected Wi-Fi is a must in this day and age. With more people than ever relying on Wi-Fi, the hunger for open, fast Wi-Fi networks is real. You should encrypt your Wi-Fi and protect it with a strong password that can't be easily guessed.

d. **Buy a Wi-Fi Repeater/ Booster/ Extender**

- Even though they are referred to by many names, Wi-Fi boosters, repeaters, and extenders are basically the same thing. Wi-Fi repeaters are relatively simple devices that take an existing signal from your Wi-Fi router and rebroadcast it as a new network. This new network is just an extension of your main network, and all data that go through it also go through the main network.

- Wi-Fi boosters and extenders are very similar, but they also amplify the existing signal before rebroadcasting it to create a second network. Because Wi-Fi boosters typically have greater range than Wi-Fi repeaters, they make sense in situations where the original signal is very weak.

e. **Don't Forget to Reboot**

The timeless IT advice, "If it doesn't work, try switching it on and off", also applies to Wi-Fi routers. A simple reboot is often enough to considerably improve your Wi-Fi speeds. A reboot clears the router's memory and allows updates to install.

f. **Measure Wired Internet Performance**

- If you've tried the above-described tips for improving wireless internet performance without any success, then it's time to shift your focus from your Wi-Fi and measure wired internet performance. To do that, you need an Ethernet cable and a laptop or desktop computer with an Ethernet port.

- We recommend you repeat the wired internet performance test several times, preferably at different times of the day. Once you're certain that your internet service provider is to blame, send them the results of your tests and ask them to fix the problem. If they fail to do so, then it's probably time to switch to a different internet service provider because even the best tips on how to increase Wi-Fi Signal won't help you.

g. **Purchase a Better Internet Plan**

It's easy to underestimate just how many devices these days connect to the internet via Wi-Fi. From computers and mobile phones to various smart home products and appliances, these Wi-Fi connected devices consume a substantial amount of bandwidth, and not all internet plans can provide it. If you've been paying for the same internet plan for the last 10 years, then you should look at what other options are available and considering upgrading. You might even be able to save some money since the prices of fast internet plans have gone down substantially since the early days of broadband internet.

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1. **Do's and Dont's of Video Call:**

   a. **SET UP YOUR SPACE**

   Try to create a private place with an essential infrastructure such as appropriate furniture, less disturbance, better connectivity. Find a private place to take the call. If not, use headphones to minimize background noise. If you have roommates, partners, or family members who are also working from home (or just stuck at home), let them know beforehand that you'll be in a meeting to minimize interruptions.

   Set up your device or camera so that it has a clear, unobstructed view of you. Don't sit too far from (or too close to) the camera. If you're using a separate camera, place it near your screen — it's best to put the camera at eye level, so that when you're looking at the screen, it appears as if you're looking at the person you're talking to.

   Make sure your face is well lit. Natural lighting and side lighting work best, but overhead lights will work well, too. Backlighting can often make it hard to see; if you can't change the backlighting, try to put another light in front and to the side of your face.

   Clean up the area around you. Open up the camera on your laptop or switch on your external camera and see what's visible in the background before the call, and check that you're comfortable showing that on a video call. You might also want to set up a virtual background, if you don't have time to tidy up your space

   b. **CHECK YOUR APPEARANCE**

   One of the best parts about working from home is getting to wear casual clothes all day, but that may not be the right move for a video call. Dress how you would for an in-person meeting, and make sure to follow your workplace's dress code. You don't need to do anything extra but it's a good idea to present a reasonably good appearance.

   c. **STARTING THE CALL**

   It's a good idea to test your video conferencing software before the call, especially if you've never used it before. Also, make sure you have a strong Wi-Fi connection and that your device is either plugged in or fully charged.

   Give yourself a few extra minutes before the call to set up and if possible, log onto the call a little early, especially if you're unfamiliar with the software that your host is using. Once the call has started, check to see if everyone can hear and see each other. A good way to do this is by having everyone either check in or introduce themselves.

   d. **KNOW WHEN TO TURN OFF YOUR AUDIO AND VIDEO**

   Mute your side of the call if you're not speaking. Your microphone can pick up a lot of background noise,

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so muting allows others on the call to easily hear who's speaking. Also, if you need to get up or move around or do something else during the call (or if your family members suddenly make an appearance), it's a good idea to switch off your video to avoid causing any distractions.

e. **SIGNAL WHEN YOU WANT TO TALK**

During in-person meetings, you can pick up on visual cues to help find the right time to speak. It's a lot easier to accidentally interrupt on a video call. Wait for a few moments of silence before speaking up in case there's a sound delay.
If your company or team is going to have regular online meetings, it's a good idea to decide on a system for asking questions, such as raising your hand or using chat to ask a question. If you're running the meeting, it's also helpful to call on people by name.
Speak clearly and watch how fast you speak (and don't forget to unmute yourself!). But speak at your normal volume — there's no need to shout, and if you do, your co-workers may lower their volume and then miss something else.

f. **STAY FOCUSED, AVOID MULTITASKING**

Be attentive and engaged during the call. Whether your video is enabled or not, don't play on your phone. Don't check and write emails while you're in a sync. Try to look into the camera when you talk. If you look at yourself or others on your screen, it may look like you're looking at something else. When you're not talking, make sure you're paying attention to whoever's speaking or sharing their screen and that you're looking at any materials you may need to reference. (Again, others can see where you're looking.)

If there's a pause in the conversation because, for instance, you need to pull up an email or reference a document, make sure to communicate that. Delays or long stretches of silence might make it seem like you've lost connection, so this just keeps everyone on the same page.

Keep in mind that you're more visible on video calls than in offline meetings, since you get to see close-ups of everyone's face individually instead of a whole group of people at once. It's often helpful to keep your own face visible on-screen, just as a reminder that you're on camera, and so you can see what others are seeing.

g. **SHARING YOUR SCREEN**

If you do need to share your screen during a video call, take a few seconds to prepare before you hit that share button. Clear your desktop of any extra tabs or programs you may have open and make sure any private or sensitive information is hidden.

2. **Pros and cons of Dongles for your quick reference:**

a. **Pros**

The introduction of 5G mobile broadband means a dongle is now a serious alternative to fixed line home broadband. This will depend on the coverage of 5G which, unfortunately, has been delayed due to the coronavirus pandemic.

- Mobile broadband is quick and easy to set up and doesn't require an engineer appointment
- USB dongles give you greater flexibility, allowing you to access the internet when away from home or the office

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- Developments in mobile broadband technology have seen mobile dongles become smaller, sleeker and faster in recent years
- Mobile broadband dongles run on the battery of your computer or laptop, meaning you don't need an additional charger for them

b. **Cons**

- 4G is still the most common type of mobile broadband connection but it has comparatively slower speeds than most normal broadband packages. This would make it difficult to do high-data activities like running certain applications or streaming media.
- Coverage is dependent on the mobile phone reception in your area, so the mobile blackspots that have you cursing your provider might also affect your mobile broadband connection
- Unlike home broadband connections, mobile broadband usually has monthly data limits
- Overseas charges have come down, but it's still not cheap to use a dongle abroad

3. **Need of an UPS (Uninterruptible Power Supply):**

An uninterruptible power supply (UPS) is used to protect critical loads from utility-supplied power problems, including spikes, brownouts, fluctuations and power outages, all using a dedicated battery. There are three basic functions that it essentially performs:

- avoids damage to hardware caused by overcurrents and voltage spikes. Many UPS models also continuously regulate the input power.
- avoids data loss and damage. In fact, without a UPS, data stored on devices subject to sudden shutdowns can be corrupted or completely lost. If a power management software is also used, the UPS allows and facilitates the controlled shutdown of the system.
- ensures the availability of networks and other applications while avoiding downtime. When used in conjunction with power generators, ensure that they have enough time to ignite in the event of a power failure.

A UPS provides battery backup power and protection for electronic devices, including:

- Wireless networking equipment (routers, modems)
- Computers
- Televisions
- Security systems
- Gaming consoles
- Mobile devices

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OFFER LETTER

LiftU

April 11,2024

Re: Offer Letter

Dear Ankit,

On behalf of Liftu.tech, I am pleased to offer you employment with Liftu.tech in the position of Trainee, starting on April 15,2024. In that position, you will report to Co-founders, Varun aggarwal and Sourabh Lodha.

During your Trainee Period, you will be provided zero cost training for 3 months. Post successful completion of training, you will be extended an offer to join liftu.tech at 4 LPA.This position is a part-time position where you will spend time in learning the key concepts, assignment completions and work with your trainer to become a working professional.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Additional Terms and Conditions of Offer:

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
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Sitapura, JAIPUR

This offer is for your eligibility for 3 months training provided by liftu.tech. Eligibility criteria solely decided by the company is "at will,". Employees are expected to have 100% attendance during the period and comply with all the training methodology of the company.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire on April 14,2024 at 5:00 pm.

Ankit, we are excited by the prospect of you joining the Company.

Sincerely,

Sourabh Lodha
Cofounder
Liftu.tech

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www.celebaltech.com
0141-4700659
India: A-2 7th floor, UDB Corporate Tower,
J.L.N. Marg, Jaipur

STRICTLY CONFIDENTIAL

Date: 12-August-2023
Name: Anjali Garg
Location: Jaipur, Rajasthan
Country: India
Joining Code: CH24/AN/PCEJ/0823/141
PPO Code: CH24/AN/PCEJ/0824/141

Subject: Offer Letter ("PPO")

Dear Anjali,

By way of this LOI Celebal Technologies Private Limited ("Company") is pleased to share with you the proposed offer terms.

Proposed Confirmation Date as FTE:	1st August, 2024
Designation:	Associate
Place of Posting:	Jaipur, Rajasthan
Total Compensation:	INR 6,50,000/- (Rupees Six Lakh Fifty Thousand Only/-)

Please refer "Annexure A" for details of the remuneration and other allowances.
The formal employment letter will be issued on the Date of Joining as per Company's standard process.
The Date of Joining and Training Date may vary as per the Date of Exams.
Your appointment to employment will be based on your performance during the internship and training period, *inter alia*.

The following are the key indicators to measure the performance:

- Attendance
- Behavior
- Attitude
- Job Knowledge
- Active Contributor in the Project
- Work Performance
- Learning and development
- Communication
- POC and R&D
- Certifications
- Team work

We look forward to have you as a part of Celebal Tech family.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
181-B, RIICO Institutional Area
Sitapura, JAIPUR

Best Regards,



Sharthak Acharjee
Sr. Manager
Human Resources

Acceptance:
The above terms and conditions have been read and understood and the same are hereby accepted as the terms of my employment in the company. I understand that my employment is contingent upon my performance and completion of my graduation and subsequent communication of the same to the Company.



Name: Anjali Garg

Date: Aug 13 2023 19:20 IST

Annexure A

Date of Offer: 1st August 2024

Term Sheet:

Set forth below is the outline of the management compensation, terms and conditions by which the undersigned agree to abide.

The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed in any manner or form, directly or indirectly inside or outside the company without the company's consent.

Date: 12-August-2023
Name: Anjali Garg
Company: Celebal Technologies Private Limited
Position: Associate

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B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Salary Structure:

	Particulars	Annual CTC	Monthly CTC
A	**CASH COMPONENTS**		
	Basic + DA	**2,73,804**	**22,817**
	HRA	**1,09,524**	**9,127**
	Fixed/Total Allowances	**87,924**	**7,327**
	Bonus	**54,756**	**4,563**
	Total Cash Components	**5,26,008**	**43,834**
	Less: Deductions		
	Employee's Contribution to EPF Fund	**21,600**	**1,800**
	Total Deductions	**21,600**	**1,800**
	Net Pay	**5,04,408**	**42,034**
B	**NON-CASH COMPONENTS**		
	Company's contribution to EPF Fund	**21,600**	**1,800**
	Health & Accidental Benefit	**2,392**	**199**
	Performance Bonus (Variable, based on target achievement, to be paid Quarterly)	**50,000**	**4,167**
	Total Non-Cash Components	**73,992**	**6,166**
	Cost to Company	**6,00,000**	**50,000**

***Performance Bonus will be shared based on the individual, team and organizational performance, subject to the sole discretion of management of the Company.**

***You're eligible for one-time retention bonus of Rs.50,000 in addition to the Total CTC, post completion of 12 months as a Full-time Employee, subject to the terms and conditions including but not limited to your performance, feedback, code of conduct, attendance and parameters as per Company Policy.**

***The retention bonus must be returned to the company along with the service agreement breaching amount if you leave within 6 months of the transaction.**

Notes:

Basic	Paid on Monthly basis and is subject to tax, as per applicable law.
HRA	Provided to meet the cost of accommodation and is calculated at 40% of basic. It is paid on monthly basis and is subject to tax.
Other & Fixed Allowance	It is paid on monthly basis. This element has no linkage to any component of compensation and is subject to tax.
Medical	It is a benefit provided by the company. The coverage includes health and accidental insurance. The coverage for accidental insurance is 10L and for health insurance is 4L.
PF	As per the employee P.F. Act 1952, an employer is required to contribute minimum 12% of basic salary to EPF and the equal amount will be deducted as employee contribution from employee's monthly payroll.
Performance Bonus	The objective of bonus is to incentivize employees to achieve specific pre-determined goals. The performance evaluation will be done on quarterly basis. The first quarter bonus will be pro-rated basis from Date of Joining. This is subject to management discretion and can be revised from time to time. Payout of bonus is completely subjected to tax.
Retention Bonus	Retention Bonus is not considered part of CTC at the time of appraisal.

Sincerely,
For Celebal Technologies:

Sharthak Acharjee
Sr. Manager
Human Resources

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Date: November 2nd, 2023

Internship Joining Letter

Dear Anchal Jain

We are pleased to offer you a 6-month internship with **Akeo Software Solutions Pvt. Ltd.** starting from **January 2nd, 2024, till July 2nd, 2024** as a **Software Trainee** at our development center located at the **1st Floor, Malwa Tower, A-13 & 37, Hanuman Nagar, Khatipura Circle, Jaipur (Rajasthan)**, subject to the terms and conditions attached hereto in Appendix B.

You are required to report at our office on **January 2nd, 2024, at 9:00 AM**. During the period of your internship, you will get a stipend of Rs. 15000 **(Refer Appendix A).**

You are required to submit the following documents at the time of joining:

- 2 passport size color photographs
- Photocopies of PAN Card and address proof. You are required to carry original documents at the time of joining.

Please indicate your acceptance of the internship by signing this letter and send it to us at the earliest possible.

Sincerely,
Diksha Jain
HR – Business Partner
Akeo Software Solutions Pvt. Ltd.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Appendix A

During the period of internship, you will be getting a fixed stipend and performance-based variable incentives. The fixed stipend will be paid out regularly on monthly basis whereas Incentives will be paid out at the end of the internship.

Date: 2 November 2023
Employee: Anchal Jain
Designation: Software Trainee

	Components	**Monthly**
	Stipend	10000.00
	Incentives	5000.00
	Total	**15000.00**

Incentives will be calculated and transferred at the time of successful completion of the internship. The performance will be evaluated during the entire duration of the internship and will be given a rating at the time of completion of the internship. The rating will then be considered to calculate the incentive

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Appendix B

This section outlines the general terms and conditions that would govern your internship with Akeo Software Solutions.

Duties

During the term of your internship, you shall render the services enumerated and as are customarily associated with or incident to your position in the company and shall perform such other duties and responsibilities for the Company may reasonably require, consistent with such a position.

You shall diligently and faithfully serve the Company and shall obey all reasonable and lawful directions given to you by or under the authority of the board of directors of the Company and/or your superiors and shall comply with the policies, rules, and regulations established by the Company as amended from time to time

PPO Opportunity

Upon successful completion of your internship and based on your performance, we may consider extending a Pre-Placement Offer (PPO) to you. This decision will be made at the discretion of the company and will depend on your performance, skills, and the availability of positions at that time.

Verification

Your internship in the Company is subject to satisfactory verification of your certificates, testimonials, and personal particulars/credentials. The Company reserves the right to obtain a background check (including criminal history record search, education and internship; and personal details verification) conducted on you directly or through nominated third-party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application or in the bio-data with the Company or in the declarations made by you in this agreement, your services are liable to be terminated forthwith without any notice.

Place of work and mobility

You shall be based in Jaipur but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

Non-Disclosure and Intellectual Property rights

As a condition of your internship, you will be required to sign the company's standard form of employee non-disclosure and intellectual property assignment at the time of your joining. The company retains ownership of intellectual property rights relating copyrights concerning works undertaken while in the internship of the company. You are also not allowed to carry portable storage devices in and outside of the company premises.

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Rules and Regulations

Your work in the company will be subject to the policies, rules, and regulations of the company, as promulgated and modified from time to time in relation to your conduct, internship, and all other matters. In addition to the above, all other policies, rules, and regulations as may be in operation at the time of your accepting the appointment with the company as may be amended or altered from time to time at the discretion of the company will apply to you.

Dr. Mahesh Bundele B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Declaration

By signing this agreement, I hereby acknowledge and agree that

I have carefully read and understood the above agreement (including the attached terms and conditions thereto) and accept the same unconditionally. I will make myself fully aware of, and be bound by, the rules and regulations of the Company as amended from time to time.

In particular, I declare that: -
I will furnish original copies of my certificates, testimonials, and other necessary documents, on-demand.

I acknowledge and agree to the Company reserving the right to get a background check conducted on me through a third-party agency. In furtherance thereof, I authorize the Company to collect and retain copies of my personal particulars (including educational certificates, copies of passport, driving license, PAN card, voter identification card) either directly or through a third-party agency. There are no ongoing or pending criminal cases/criminal liabilities on me.

I am not in possession, in an unauthorized manner, of any confidential, sensitive or personal information/data/ material of any other company or individual (collectively "Sensitive Data"). I shall not bring any Sensitive Data into the Company and shall not use any such Sensitive Data in an unauthorized manner, during or after my tenure with the Company.

I shall not commit, or cause to commit, any act or omission, which I believe to be illegal or against the Company's Code of Conduct.

In the event of any wilful or intentional misconduct, fraud, dishonesty or breach of confidentiality on my part, I will personally be liable to the Company and/or its clients.

I understand and agree that this consent is a condition of my continued internship by Akeo Software Solutions Private Limited (Jaipur).

This agreement and consent are given while under the internship of Akeo Software Solutions Private Limited (Jaipur).

I accept the above.

Name: **Signature:** **Date :**

_____ _____ _____

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Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
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CIN: U72200RJ2009PTC028316

in time tec
CREATING ABUNDANCE

InTimeTec Visionsoft Pvt. Ltd.
Registered Office : Plot No. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur-302034
Branch Office : Site No. 271, Sri Ganesha Complex, Hosur Main Road, Madiwala, BTM 1st Stage, Bangalore- 560068
E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Date: - 26-Sep-2023

Employment Offer Letter

Name: - Amrit Agarwal
E-mail: - amritagarwal02@gmail.com
Mobile- 8441091217

Dear **Amrit Agarwal**,

This is regarding your application for employment with **InTimeTec Visionsoft Pvt. Ltd.** We are pleased to offer you an internship followed by employment, with **InTime Tec Visionsoft Pvt. Ltd** at our **Jaipur** office located at **Plot no. 1 / 2, Kanakpura Industrial Area, Kanakpura. Sirsi Road, Jaipur-302034.**

Your proposed designation is **Trainee** during the internship period up to 6 months. After successful completion of your internship and based on your performance during the internship, your designation will change to **Jr. Software Engineer** with an annual salary of **Rs. 5.50 Lakhs**.

During your internship period, you will be entitled to a stipend of Rs. 15,000/- per month.

Joining Date for Training

You are required to report on duty at our office on **09-Jan-2024**

Internship Period & Confirmation

Upon your satisfactory completion of the internship period, you shall be a confirmed employee of the company. The company reserves the right to either extend the internship period or terminate your employment if your performance fails to meet the expectations set by the company.
If you, for any reason, leave the Company during the internship period or within two months of confirmation as an employee, then, you shall forthwith to indemnify the company a sum total of the amount you have received as stipend or as salary (Cost to Company) starting from the period you have joined the company.
A 'certificate of Internship' will only be issued if an individual "successfully completes" 6 months of internship as a Trainee.

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Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

CIN: U72200RJ2009PTC028316

in time tec
CREATING ABUNDANCE

InTimeTec Visionsoft Pvt. Ltd.
Registered Office : Plot No. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur-302034
Branch Office : Site No. 271, Sri Ganesha Complex, Hosur Main Road, Madiwala, BTM 1st Stage, Bangalore- 560068
E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Appraisal

Performance reviews and annual appraisals are done in the month of April and increments are therefore granted on merit according to the company policy.

Place of Work and Mobility

You shall be based in **Jaipur** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India. You will be governed automatically by the rules and regulations, and terms and conditions, applicable to the new assignment.

Non-Disclosure and Intellectual Property Rights

As a condition of your employment, you will be required to sign the company's standard form of Confidential Information and Assignment of Inventions Agreement at the time of your joining. The company retains the ownership of intellectual property rights related to copyrights concerning works undertaken during the employment of the company. You are also not allowed to carry portable storage devices in and outside of the company premises.

Notice Period and Termination

Either the company or you may at any time terminate this agreement by giving in writing to the other party 60 days' notice or in lieu thereof a sum equal to the amount or pro-rated amount of CTC which would have accrued to you during the period or remaining period of notice, though the buyout of the notice period will be entertained only subject to management approval. This clause will be applicable only after the successful completion of probation.
The company would terminate the employee with immediate effect if caught engaged in dishonest or suspicious behavior, or misconduct of theft of company products.

This is a Computer-Generated Document. No Signature Requ

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Annual Leave

From the day of joining, you shall be entitled to annual leave accordingly to company rules. During the internship period, you are only allowed to take leaves for your examination. The company's holiday year runs from the first day of January to the last day of December.
The company declares holidays based on the location of work. The annual leave entitlement for the calendar year is 18 for all confirmed employees. Employees with less than 1 year of service receive a proportional amount of annual leave entitled. Further details would be given to you at the time of your joining the organization.

Rules and Regulations

Your job will be subject to the policies, rules, and regulations of the company as promulgated and modified from time to time in relation to your conduct, employment, and all other factors.
In addition to the above, all internal policies, rules, and regulations as may be in the operations at the time of your acceptance of the appointment with the company may be amended or altered, with or without notice, from time to time at the discretion of the company and will be applicable to you.

Acceptance

Please sign this letter indicating your acceptance to the offer of employment and send it to us at the earliest. If we do not hear from you within 7 days from the date of release of this letter, we shall assume that you do not wish to accept the company's offer of employment and our offer expires. We look forward to having you in the **In Time Tec Visionsoft** family.

Regards,
Pooja Maheswary
7008842513
Assistant Manager - HR
InTimeTec Visionsoft Pvt.Ltd.

I hereby agree to and accept the terms of the employment offer and shall report for duty on the 09-Jan-2024
Signature
Name: Amrit Aggarwal
Date: 30-09-2023

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Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Salary Break-up Letter after Internship Confirmation

Dear **Amrit Agarwal**

Your monthly salary details & total cost to the company are as follows:

Proposed Breakup

Total Annual CTC		**550000**
Particulars		**Monthly**
Total Monthly CTC (A)		**45,833**
Employee Benefits (Deductible) (B)		**4,252**
Health Insurance	1,350	
Provident Fund (Employer Part)	1,800	
Gratuity	1,102	
Gross Salary (C) = (A) - (B)		**41,581**
Basic Salary	22,917	
House Rent Allowance	11,458	
Leave Travel Allowance	2,500	
Telephone & Internet Allowance	1,500	
Other Allowance	3,206	
Statutory Deductions (D)		**1,800**
Provident Fund (Employee Part)	1,800	
Professional Tax	0	
Net Salary (E) = (C) - (D)		**39,781**

Kindly Note:

The company is responsible for deducting taxes, PF & any other liability that is binding by the law. The salary paid to you will be calculated by deducting any such payments from your gross salary.

Best Wishes,

In Time Tec Visionsoft (p) Ltd.
Pooja Maheswary
7008842513

This is a Computer-Generated Document. No Signature Required.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

INTIMETEC VISIONSOFT PRIVATE LIMITED

Plot no. 1 / 2, Kanakpura Industrial Area, Jaipur-302034

Salary Slip for the month of Jan/2024

Emp ID	3349	Employee Name:	Amit Mishra
PF No.		Pay Days	21
DOJ	11/01/2024	Designation	Trainee
Sal Structure	Sal Structure Stipend	Bank A/c No.	542201500204
PAN	GJUPM2974J	UAN	

Earnings	YTD	Amount	Deductions	YTD	Amount
Stipend	10,161.00	10,161.00			
Total	**10,161.00**	**10,161.00**	**Total**	**0.00**	

Net Pay **10,161.00**

In Words **Rupees Ten Thousand One Hundred Sixty One Only**

Signature

New Tax Regime Opted **TDS Details** **PAN : GJUPM2974J**

Description	Gross	Exempt	Taxable
Basic Salary			
DA			
HRA			
Conveyance			
Any Other Allowance			
Perquisites			
Other Components			

Deduction Under Chapter VI-A	

Income Tax Deduction	
Gross Salary	
Profession Tax	
Other Ded. & Standard Ded.	50,000.00
House Property	
Income from Other Source	
Total VI-A deduction	
Taxable Income	
Total Tax	
Surcharge + Education Cess	
Tax Deducted(Prev.Emplr+Other)	
Tax Deducted Till date	
Tax to be Deducted	
Monthly Projected Tax	

Tax Paid Details

APR	MAY	JUN	JUL	AUG	SEP
OCT	**NOV**	**DEC**	**JAN**	**FEB**	**MAR**

Confidential document.
This is a computer generated document and doesnot require signature

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR



Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Argusoft India Ltd.

Argus

Sep 13, 2023

Letter of Intent to Offer

Dear Aman Choubey,

This is in reference to the on campus selection process that you underwent for **Argusoft** office in Gandhinagar. **Congratulations on clearing ArguSoft's selection process!** We are pleased to extend this letter of intent to offer employment to you as a **Programmer Analyst** effective 1st July 2024.

This offer is subject to the successful completion of both the BE/BTech/MCA/MBA program or any other relevant program that you are presently undergoing. Upon joining you will be on **probation** for a period of **six months (1st July 2024 to 31st December 2024).** During the probation period, you will be paid a composite amount of **Rs.21,051.00** (Rupees Twenty one thousand fifty-one only) per month. Subsequently, upon confirmation, you shall receive an annual compensation package of **Rs. 7.12 lacs**. Applicable and statutory Central and State taxes will be deducted from the employee's gross earnings.

Please digitally sign and return a digital copy of this letter as a reply to the email by Sep 15, 2023, as your acceptance of this offer.

We look forward to having you onboard with us in July 2024. In case you have any questions at all, please do not hesitate to contact us.

Sincerely,

For ArguSoft India Ltd.

Aman Choubey

Dated: 14-09-2023

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
181-B, RIICO Institutional Area
Sitapura, JAIPUR

Argusoft India Ltd.

Argus

Sep 13, 2023

Letter of Intent to Offer

Dear Akshat Gupta,

This is in reference to the on campus selection process that you underwent for **Argusoft** office in Gandhinagar. **Congratulations on clearing ArguSoft's selection process!** We are pleased to extend this letter of intent to offer employment to you as a **Programmer Analyst** effective 1st July 2024.

This offer is subject to the successful completion of both the BE/BTech/MCA/MBA program or any other relevant program that you are presently undergoing. Upon joining you will be on **probation** for a period of **six months (1st July 2024 to 31st December 2024).** During the probation period, you will be paid a composite amount of **Rs.21,051.00** (Rupees Twenty one thousand fifty-one only) per month. Subsequently, upon confirmation, you shall receive an annual compensation package of **Rs. 7.12 lacs**. Applicable and statutory Central and State taxes will be deducted from the employee's gross earnings.

Please digitally sign and return a digital copy of this letter as a reply to the email by Sep 15, 2023, as your acceptance of this offer.

We look forward to having you onboard with us in July 2024. In case you have any questions at all, please do not hesitate to contact us.

Sincerely,

For ArguSoft India Ltd.

Akshat Gupta
Date- 14/09/2023

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Argusoft India Limited

A-66, GIDC Electronics Estate, Sector – 25, Gandhinagar, India 382 016.

Salary Slip for August 2024

Name Of Employee	: Akshat Gupta	Emp. No.	: A683
Designation	: Probationer	Bank A/C No.	: 924010025069813
Salary for the Month	: August 2024	Bank Name	: Axis Bank
Salary Paid on	: 05th September 2024	Joining Date	: 01st July 2024

Income (INR)		Deductions (INR)	
Basic Pay	4,500.00	Tax Deducted at Source	0.00
Dearness Allowance	0.00	Professional Tax	200.00
House Rent Allowance	1,800.00	Provident Fund	540.00
Conveyance Allowance	1,600.00	Advance Adjustment	0.00
Medical Allowance	1,200.00	Meal Voucher	0.00
Telephone Allowance	2,000.00	Other Deductions	0.00
Special Allowance	8,551.00		
Years of Experience Allowance	0.00		
Corporate Attire Maintance Allowance	500.00		
Regular Bonus	900.00		
Loyalty Bonus	0.00		
Variable Component	0.00		
Accomplishment Bonus	0.00		
Gross Salary (A) :	₹ 21,051.00	Total Deductions (B) :	₹ 740.00

Net Salary (A-B)	:	₹ 20,311.00
Arrears Paid (C)	:	₹ 0.00
Total (A-B+C)	:	₹ 20,311.00
(Rupees in words)	:	Twenty thousand three hundred eleven

This is a computer generated Statement and does not require a signature or seal.
**This document is strictly confidential.*

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR



Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

DRIFTPOINT

TERMS AND CONDITIONS OF EMPLOYEMENT

- Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of the documents or certificates given by you, We retain the right to review our offer .
- Employment as per this offer is subject to your being medically fit.
- During the term of your employment effective from your date of joining (hereinafter "W3SpeedUp") you agree to confirm, comply, and be bound by the policies and processes, directives, these term and conditions, applicable laws and any amendment, modification made there to and such other policies or directives which may be communicated toyou from time to time.

- Probation period for Trainee will be **6 Months** from the DOJ (Date of Joining). till your CTC will be the same as mentioned above. Confirmation of service will be subject to satisfactory work appraisal during probation period. After Probation Period your CTC will be **3.6 LPA to 4LPA** This package will remain the same for one year unless the candidate is exceptional.

- Notice period in probation period will be 30 days and 60 days after probation period.

- Your employment can be terminated by the company without written or verbal notice by team leader, manager or HR Department or salary in lieu thereof, in case if the below described circumstances:

  - Non - compliance of regulatory requirements, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, misconduct, fraud , undue or unauthorized absence, erratic attendance, medically unfit, guilty of any other conduct considered by us detrimental to the interest of the company, or the violation of one or more terms in this letter, incorrect information furnished by you or on suppression of any material information, you being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or agreement with your creditors or being held guilty by competent court of any offence involving moral turpitude. Any action against company decision will be treated as invalid.
  - In case of non-achievement of minimum KRA/performance targets your employment can be ended or terminated by issuing a letter as per the procedure of the company.
  - If you are absent without any information for 3 consecutive working days or remain absent for more than 3 working days the period of sanctioned leaves

- Non-disclosure Clause of Confidential Information:

  - Data of the customers, Vendors, Service Providers, Operators, Employees, Brokers etc gathered during the processwill solely be the property of the W3Speedup.
  - Demographic information, product pricing, deal negotiators, Schemes, Sales promotions used on the online platforms/websites/applications will solely be the property of W3Speedup.
  - W3Speedup reserve all the rights to act under the IT act 2000 against any act of violation or breach of policy.
  - Only corporate telephone connections shall be used for any telephonic communication and exchange ofinformation with any outside party.
  - Only corporate email ids shall be used for exchange of information and acquiring documents from employees oroutside party.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
RIICO Institutional Area
Sitapura, JAIPUR

DRIFTPOINT

Annexure - A

Compensation Details		
Employee Name	**Akhilesh saini**	
Employee Code	**Webemp1121**	
Joining Date	**25 September 2023**	
Designation	**Web Developer**	
Salary Structure (W.E.F.)	**1 September 2023**	
Family member	**1**	
Particulars	**Monthly**	**Annually**
Basic	5,000	60,000
House Rent Allowance	2,500	30,000
Conveyance Allowance	800	9,600
Health Insurance*	425	5,100
Food Allowance**	1,200	14,400
Special Allowance	75	900
CTC (Fixed)	**10,000**	**120,000**
Note:		
* This amount is fixed per family member added in insurance policy .		
**Its optional whether you want take the meal provide by company or want the amount in cash.		
The above-mentioned components / benefits are as per the prevalent Company policy and /or applicable law and are subject to change.		
This communication is highly Confidential between You and Driftpoint Technologies Pvt. Ltd.		

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

DRIFTPOINT

Offer Letter

Mr. Akhilesh saini
Jaipur

Subject: Letter of Offer for the post of **Web Developer**

Dear **Akhilesh saini,**

It is our pleasure to announce that, you have been selected in our company W3Speedup as**Web Developer**. Firstly, we would like to congratulate you on securing this job.

We believe that you would perfectly suit this job profile based on your prior experience and skills. Kindly find the following confirmation of the specifics of your internship:

Position Title: **Web Developer**
Date of Joining: 25thSeptember, 2023
Timings: 1.30 PM to 11.00 PM
Stipend Duration: 15th of every Month
Stipend: 10,000/-(Included Food Allowance)
Leave Policy: No paid leaves
Working Days: 5 Days (Sat. & Sun. Fixed off)

Note: The Salary will be calculated on the basis of working days in a month (excluding fixed off), so if you are taking any extra leave then the calculation of deduction will be on the basis of working days calculation. (For ex: 20000/22*No of days of leave).

This letter contain **Annexure-A** (Salary Structure) and **Annexure-B** (Terms & Condition).

Kindly submit the duplicate copy of this letter in lieu of your acceptance and keep your HR discussion confidential. We look forward to work with you!

Authorized Signatory
Human Resource Department||W3Speedup

Akhilesh
23/09/2023

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

DRIFTPOINT

- Mobile-Phone Etiquette:Usage of Mobile phone is allowed only for business purposes (with prior approval only). Due to security reasons, employees are requested to keep their mobile phones in their mobile wallet . Except for emergency employees shall not use a cell phone for personal calls within the premises other than the breaks. Employees are not allowed to keep their mobile phones on their work stations. If found with their mobile phones on their work desk, then their salary will be delayed by one month without any warning.

- There will be No paid leaves, sick leaves will be as per actual requirements, medical certificate to be submitted for more than two days of continued sick leaves. In case you are taking leave kindly update in Whtaspp Group (Dates you are taking leaves; example: "I'm on leave form 01Jan to 07thJan.2022").

- Your salary will be credited in between 15th to 17th of every month. In case any employee is taking continuous leave from 1st to 15th , there will be delay in day/days of salary disbursement corresponding to the leaves taken.

- Performance appraisals will happen after every 12 months of joining for full time employees and for Interns it will happen after set internship duration.

- There will be an Company Handbook which will be given you same day of joining. You are require to read and give acceptance.

- You are expected to keep your salary package strictly confidential and not to share any information regarding the salary. If found we right to retain your offer.

- Change in HR policy are subject to management jurisdiction.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
RIICO Institutional Area
Sitapura, JAIPUR

MAERSK

Dear Aditya Mishra

Date: 13 June 2023

We are pleased to confirm your Internship with Maersk Global Service Centers (India) Pvt. Limited (hereinafter referred as "Company") on the following terms and conditions with effect from **03 July 2023** for a period of 12 months. Accordingly, your internship will come to an end on **28 June 2024**.

1. **Scope**: You will perform internship in **SRE Team** on **Working on development team & participating in scrum events & sprint demo activities,** and such other scope of work as intimated by the Company from time to time.

2. **Location:** Your location for Internship with the Company will be **Bangalore**.

3. **Intern Mentor:** An employee from **Bipin Balachandran's** team will act as your 'Mentor' during the tenure of your internship with the Company and will supervise all aspects of your internship. If for any reason, the assigned Mentor is unable to continue to serve as your Mentor, the Company shall appoint another person as the Mentor under whose aegis you shall continue your internship. Your assignment and schedule would be as per the discussions with your Mentor.

4. **Business hours:** Unless otherwise agreed upon, the working hours during your internship would be from 9:30 a.m. to 6:30 p.m. from Monday to Friday.

5. **Review meetings**: The Intern Mentor along with such other individuals as deemed appropriate by the Company may conduct periodic review meetings (as needed) with you to discuss on progress of various parameters agreed upon, assessment of milestones as well as any issues arising from your internship.

6. On completion of your internship, you will be required to submit the project report (if applicable) to your Mentor and the HR team, basis which the Company will issue the internship completion certificate.

7. You will perform your assignments in an independent capacity, and nothing in this offer/ Agreement shall be construed to give you the power or authority to act for, bind, or commit on behalf of the Company in any way. Nothing herein shall be construed to create the relationship of partners, employer and employee, or principal and agent.

8. **Stipend**: In consideration of your performance during the internship, the Company agrees to pay a fixed sum of **INR 50,000** per month as Stipend with effect from the Effective Date, subject to deduction of applicable taxes. The above sum represents the entire compensation for your internship with the Company for the tenure agreed upon.

MAERSK GLOBAL SERVICE CENTRES (INDIA) PVT LTD
Ground Floor, Block 1, Milestone Buildcon SEZ, Bhartiya City
Thanisandra Main Road, Chokanahalli, Bangalore- 560064
Regd. Office : 4th & 5th Floor, Prudential Building, Central Avenue Road, Hiranandani Business Park, Powai, Mumbai – 400 076. India. Phone : 91-22-6679 9999 Fax : 91-22-6679 9030/40 - www.maerskline.com
Corporate Identity Number (CIN) : U72900MH2003PTC143195

Classification: Confidential

Aditya Mishra
14/06/23

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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MAERSK

9. By virtue of your internship with the Company, you shall not be entitled for default extension of your internship for any further period, or for any permanent employment with the Company. You shall not be entitled for or participate in Company's benefit plans, schemes, or programs.

10. **Confidentiality:** Close cooperation between you and the Company may require disclosure of certain confidential information by the Company to you. You shall not under any circumstances, unless authorized in writing by the Company, (i) make or attempt to make any copy of the Confidential Information provided to you for any purpose other than for inclusion in the scope defined for your internship, (ii) transfer any copy to a person, company, or agency outside of the Company, or (iii) retain any such copy beyond the term of your internship or use the same for your benefit.

11. **Intellectual Property Ownership**: The Company shall remain for all purposes hereunder the sole and exclusive owner of all right, title, and interest in and to its intellectual property. The Intern acknowledges that it acquires no rights under this internship on the Company's intellectual property. The Intern hereby assigns to the Company, without additional compensation, all of such technology/ material and associated Intellectual Property Rights to the research and any work generated hereunder whether jointly with the Company or otherwise. All such inventions and discoveries, whether patentable or otherwise protectable, that have been requested, accepted, created for, or paid for by the Company shall, subject to any third-party materials contained therein, be considered the sole property of the Company. The Intern shall execute all documents and perform all acts deemed necessary by the Company to assign to the Company, title in the work. To the fullest extent permitted by applicable law, all such materials/ Research that are subject to copyright protection shall be deemed works made for hire. To the extent that title to any materials/ Research may not, by operation of law, vest with the Company or to the extent that such materials/ Research may not be considered works made for hire, the Intern hereby irrevocably assigns to the Company all right, title, and interest in and to any materials/ Research.

12. All information/material or other Company assets, which you have access to during the tenure of your internship, is the sole property of the Company. On completion of your internship, you will return documents, IT assets, equipment, and all other property in your possession with the Company.

13. **Termination**: a) Basis your performance evaluation in the review meetings (Article 5 above) or for any breach of terms hereunder, the Company reserves the right to terminate your internship with immediate effect.; b) Either the Company or You may terminate the internship by giving the other party 15 days' prior notice.

14. You must strictly abide by the 'IT security policy, Email and Internet policy', 'Data Privacy Policy', 'Code of conduct', 'Commit rules' and other applicable policy issued by the Company.

MAERSK GLOBAL SERVICE CENTRES (INDIA) PVT LTD
Ground Floor, Block 1, Milestone Buildcon SEZ, Bhartiya City
Thanisandra Main Road, Chokanahalli, Bangalore- 560064
Regd. Office : 4th & 5th Floor, Prudential Building, Central Avenue Road, Hiranandani Business Park, Powai, Mumbai – 400 076. India. Phone : 91-22-6679 9999 Fax : 91-22-6679 9030/40 - www.maerskline.com
Corporate Identity Number (CIN) : U72900MH2003PTC143195

Classification: Confidential

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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MAERSK

You are kindly requested to confirm your agreement to the above terms and conditions, by signing and returning the duplicate of this Letter.

We welcome you to our organization and trust that your association with us will be a happy and mutually rewarding one!

Yours faithfully,
For MAERSK GLOBAL SERVICE CENTRES (INDIA) PVT LTD

Gautam Shetty
India Hiring Lead

Agree Aditya Mishra 14/06/23 Date 14/06/2023

Aditya Mishra

MAERSK GLOBAL SERVICE CENTRES (INDIA) PVT LTD
Ground Floor, Block 1, Milestone Buildcon SEZ, Bhartiya City
Thanisandra Main Road, Chokanahalli, Bangalore- 560064
Regd. Office : 4th & 5th Floor, Prudential Building, Central Avenue Road, Hiranandani Business Park, Powai,
Mumbai – 400 076. India. Phone : 91-22-6679 9999 Fax : 91-22-6679 9030/40 - www.maerskline.com
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Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

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ROBOTICSFORSURE
INNOVATIVE SOLUTIONS FOR WORLD

Job Offer Letter

Mr. ADIT JAIN, April 08, 2024

S/o Mr.

Address:

Dear Avinash,

We are pleased to offer you, subject to the Offer Contingencies below, a position as an **RPA Trainee** with Roboticsforsure LLP**.**

Offer Contingencies: This offer, is contingent on:

You have no conflicting obligations that would prevent you from working for Roboticsforsure LLP.

1. **Compensation:** Your remuneration will be at the rate of **15,178/- (CTC) per Month during the Probation/training period.** You are entitled to a compensation package of **20,187/- (CTC) per Month for the first year after successful completion of training.** Based on your performance, you may be entitled to an increment in the next year, which can be up to 30%. Your Salary in hand will be after Your PF/ESI/TDS Deductions from CTC as per Govt. Norms.

2. **Appointment Date:** your appointment is effective from **April 10, 2023,** and you will report to the Head of Recruitment Dr. Rakhi Chauhan.

3. **Probation/Training period:** After the joining date, the first 1 month will be considered as a probation period and the next 5 **months** will be considered a training period. During the training period, you are not entitled to have any vacations. After successful completion of training, you may be offered full-time employment.

4. While on **probation/training,** depending on your performance the Firm at its discretion may extend the probationary/training period and/or confirm you as a permanent employee.

5. The initial contract period for your employment is up to 24 **Months of full-time employment including probation/Training period,** based on your contract period Firm has few binding conditions.

a. You must sign a bond guarantee for the equivalent in terms of **12 months of current basic salary compensation;** a separate document will spell out the exact terms and conditions.

b. You need to provide a **signed cheque to comply with the agreement.**

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6. Your entitlement to a statutory bonus will be as declared from time to time provided your basic salary is within the limits prescribed under the Payment of Bonus Act, in addition to the Project incentive.
7. If, however, you should decide to terminate your employment with the Firm, based on your responsibility you must provide the Firm with **at least 2 Months of the notice period,** prior the relieved from your job responsibility. In the case of immediate release, you may have to compensate in financial terms. Also as forced saving amount will be forfeited as a Penalty.
8. In case of termination of services without notice period, Firm may not release the reliving and experience documents to support your employment. As well as **Firm, may blacklist the candidate for future employment.**
9. **Vacation:** During the job, you are a permanent employee you are allowed 12 days (Paid/Planned Leaves) per year to be used as medical or vacation days. All the vacation will be approved two weeks in advance.
10. Office working hours are 9:30 AM to 6:30 AM, but the work facility is available for employees to use 24x7.
11. You are required to have an average of 45 hours of work per week, Lunch and personal break times are excluded from the minimum work hour requirement.
12. Submit an Original of your credentials and emergency contact information for verification **on or before April 10, 2024.**

a. Certified copy of PAN Card/AADHAR Card/Voter ID/Driving License **(PAN and AADHAR is mandatory)** issued by Government Authority.

b. Certified copy of Educational Certificate issued by Board/University.

Note: Your Originals will be returned after verification.

13. Your appointment is a full-time assignment, and you will not at any time engage in any paid occupation or business outside the Firm without obtaining the prior written consent of the Firm. Further, this offer is subject to your undertaking that you will not during your employment with the Firm or at any time thereafter disclose to any person, firm, or Firm any information concerning the affairs of the Firm, or disclose, without the written permission of the Firm, any information which is or may be confidential.
14. A condition of your service is that you can be transferred temporarily or permanently for duty anywhere in India or abroad depending on the exigencies of work of the Firm or its affiliates/subsidiaries.

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15. Salary and level of earnings within your group is personal to you depending upon your background, experience, and performance. As such a comparison between individual employees is invidious. Information related to your payroll is strictly confidential and as such you are requested not to discuss or disclose any information pertaining to your and other's salary perks.

16. Income tax and other taxes if any will be to your account and is subject to deductions at source wherever applicable.

17. For any further clarification on matters related to your salary/perks, you are requested to personally contact HRD Department.

18. The terms and conditions of your service are subject to change from time to time by the Firm.

Sincerely,

Brijesh Singh

CEO

I have read the provisions of the Employment Agreement and I accept the above offer.

Date:

08/04/2024

ADIT JAIN

RPA Trainee

RoboticsForSure LLP
Plot No. 83/130, Third Floor, Opp. Govt. Girls Poly. Degree College, Haldi Ghati Marg. Pratap Nagar, Sanganer, Jaipur (302033)
Contact us:+91 9413533399, 8619827131 | Visit us: www.roboticsforsure.com

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ANNEXURE A

SALARY STRUCTURE DETAILS

Further to your offer as **RPA Trainee** with our organization, the details of your salary structure are given herewith. The salary is liable to deductions as per the Indian Income Tax Act.

COST TO FIRM				
Particular	**In Probation / Training**		**After Probation**	
	Monthly in	**Annual in**	**Monthly in**	**Annual in**
Basic Salary	8,400.00	1,00,800.00	11,475.00	1,37,700.00
House Rent Allowance	3,360.00	40,320.00	4,590.00	55,080.00
Other (Special) Allowance	2,940.00	35,280.00	3,500.00	42,000.00
Sub Total 1 (Gross Salary)	**14,700.00**	**1,76,400.00**	**19,565.00**	**2,34,780.00**
Employer contribution to ESIC @3.25% of Gross Salary	478.00	5,736.00	622.00	7,464.00
Total Cost to Firm	**15,178.00**	**1,82,136.00**	**20,187.00**	**2,42,244.00**

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NET TAKE HOME SALARY SUBJECT TO TDS IF ANY				
Gross Salary-Sub Total 1	14,700.00	1,75,400.00	19,565.00	2,34,780.00
ESI(Employee'sContribution to ESI @.75% of Gross Salary)	110.25	1,315.50	146.73	1,760.85
Net Take Home Salary	**14,111.75**	**1,69,349.00**	**18,796.27**	**2,25,555.00**

Gratuity (as per Govt. Norms):	You do complete 5 years of continued service with the organization; you are eligible for a Gratuity benefit	
Benefits	**Insurance**	After 1 year continue
	Bonus/incentive	As per your work performance
TDS Deductions		TDS Deduction as per Indian Income Tax Act.

For, Roboticsforsure LLP

Dr. Rakhi Chauhan
Director HR and Finance

ADIT JAIN
RPA Trainee

RoboticsForSure LLP
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ANNEXURE B

Please get the below documents on the date of joining Roboticsforsure LLP

1	Offer Letter (Self Attested)
3	2 passport size photos
4	Updated Resume
5	Photocopies (Self Attested) & Originals for Verification
	- Degree Certificate & Mark Sheet
	- Any Other Certificates
6	IDENTITY PROOF (Any two of the following)
	- Valid Passport Photocopy
	- Driving License Photocopy
	- Voter ID Card Photocopy
	- **AADHAR CARD Photocopy (Mandatory)**
	- **PAN Card Photocopy (Mandatory)**
7	Proof of Date of Birth (10th Class Mark Sheet)
8	**Signed Cheque of Personal Account (Mandatory)**

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Offer Letter

Dear Abhilasha Chakraberty,
Congratulations! We are glad to inform you that you have been selected for Aaklan IT Solutions Pvt. Ltd. We are delighted to make you the following job offer:

JOB TITLE: Coding/ Robotics Instructor

ROLE AND RESPONSIBILITIES

1. Looking for Instructors, who can be a part of our talented team that aims at educating and teaching coding to kids, (1st-9th).
2. You will be taking school sessions as per the timetable shared by the school.
3. Create or update the coding curriculum.
4. Create videos as per requirement.
5. Good understanding and knowledge of coding.
6. Contribute to student learning, growth, and advancement.
7. Good communication skills.
8. Accountable for learner outcomes and advocate for students.
9. Facilitate problem-solving and critical thinking skills, showing a high degree of creative application in the implementation of the curriculum.

Salary: 12000-15000+ HRA

Job Location: Pan Rajasthan, NCR

Technical Training will be provided by the company

AAKLAN-KIDS CODING LAB JAIPUR

RISHIKA TIBREWAL
HR EXECUTIVE
AAKLAN
hr@aaklan.com
82336 37790

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24/11/2023

Ref. No. 63MT/HR/OFR/1473/2023

Ms. Aashita Jain
10 A, panchwati colony, miya bajaj ki gali, sanganer,
Jaipur, Rajasthan
- 302029

Ms. Aashita Jain,

Sub.: Offer Letter

We refer to the selection process recently undergone by you, we have pleasure of offering you traineeship in our company, in **ODIN** department at **Mumbai**, as **Trainee** in grade **G1**.

Your placement in Grade **G1** is based on your qualification, past experience, and our internal benchmarking system. You will be entitled for various company facilities & perks applicable in the grade as per the company policy.

For our records total **0.00 yrs.** has been considered as relevant out of a total **0.00 yrs**. experience based on details submitted by you. This relevant experience will be considered by us, for all future progression in the organization.

As agreed by you, you will be paid a stipend amount subject to deduction of applicable taxes. Furthermore, you will also be entitled for Insurance benefits as per your grade, if applicable. Your Total Indicative Remuneration is as per **annexure 'A'**.

The terms and conditions of traineeship will be as per **Annexure 'B'**.

You are requested to join the company not later than 12/02/2024.

This offer of traineeship is subject to your submission of below documents at the time of joining.

a. All mark sheets and passing certificates (X, XII, Graduation, Post-Graduation, Master's Degree etc.) are required to be submitted in originals, along with a photocopy. The originals will be returned after verification.
b. Copy of Aadhar card, PAN card is mandatory (Originals are required for verification).
c. Current Address proof (if different from Aadhar card).
d. Relieving letter/Resignation acceptance from previous organization.
e. Four formal passport size colour photographs with **WHITE** background (with tie compulsory for male)
f. Details of Saving Bank account with Branch, IFSC code.

All the documents mentioned above are required to be submitted in the original, along with a photocopy. The originals will be returned to you immediately after verification.
You may have to undergo a medical check-up with the medical practitioner nominated by us.

You shall also be required to sign an undertaking with the company for non-compete, non-disclosure etc. as per our policy and practice.

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Director
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This offer is made in good faith, based on the information provided by you regarding your own profile, including age, qualifications and past experience. Should any of the information provided by you proved to be incorrect at any stage, whether prior to or after your joining the organization, the offer will stand automatically cancelled without any benefits of the terms of employment or any compensation accruing to you. We also reserve the right to withdraw the offer if anything adverse about you comes to light either through independent verification or through reference checks, including that from your previous employer(s).

All disputes of whatsoever nature shall be subject to the jurisdiction of the Courts at Mumbai.

This offer of traineeship records all prior commitments given by us verbally or in writing, and is the sum total of our understanding with each other. We also take this opportunity to welcome you in our organization and look forward to a mutually rewarding association with you.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the appointment on the terms and conditions mentioned above.

For, 63 Moons

Mr. Vasu Patta
Vice President - Human Resources

I accept

_____
(Signature of Candidate)

63 moons technologies limited

Corporate Office: FT Tower, CTS No. 256 & 257, Suren Road, Chakala, Andheri (East), Mumbai 400 093, India. T. +91 22 66868010 I F: +91 22 66868050 I E: info@63moons.com I W: www.63moons.com

Registered Office: Shakti Tower - 1, r floor, Premises E, 766, Anna Salai, Thousand Lights, Chennai 600 002. T: +91 44 4395 [illegible] I E: +91 44 4395 0899 I CIN No.: L29142TN1988PLC015586

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Annexure 'A'

Name: Aashita Jain
Designation: Trainee
Grade: G1 w.e.f. : 12/02/2024

Components of the Salary Package	Amount (p.a.)
Annual Stipend	538821
Sub Total (A)	**538821**
Other Benefits Costed @	
Insurance Premium	11179
Sub Total (B)	**11179**
Annual Stipend + Other Benefits	**₹ 550,000.00**

Note:

1. Insurance Coverage Details:-	Sum Assured
Term Life Policy	500000
Accident Policy	750000
Mediclaim Policy (For self, spouse & two children)	200000
Critical Illness Policy	200000

2. Any revision of allowance and/or perquisites, will not apply unless specifically notified in writing.

3. Compensation will be subject to TDS as per applicable Tax Laws.

4. You will be governed by the company's service conditions/policies/processes as may be in force from time to time.

Mr. Vasu Patta
Vice President - Human Resources

_____
(Signature of Candidate)

63 moons technologies limited

Corporate Office: FT Tower, CTS No. 256 & 257, Suren Road, Chakala, Andheri (East), Mumbai 400 093, India. T. +91 22 66868010 I F: +91 22 66868050 I E: info@63moons.com I W: www.63moons.com

Registered Office: Shakti Tower - 1, r floor, Premises E, 766, Anna Salai, Thousand Lights, Chennai 600 002. T: +91 44 4395 [illegible] I E: +91 44 4395 0899 I CIN No.: L29142TN1988PLC015586

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Annexure 'B'

1. **Place of training**
   Your initial place of training will be at our **63MT** Office. However, during the course of training, you are liable to be placed for service at our discretion at any of the Company's establishments / departments / divisions anywhere in India as also the associate Companies and subsidiary Companies at the sole discretion of the management.

2. **Trainee**
   You will be placed as trainee for a period of One year from your date of joining after which you will be considered for regular appointment subject to availability of vacancies and successful completion of your training. In case you are selected for regular appointment you undertake to serve the Company for a period of one year from the date of your appointment as a regular employee. You shall be required to sign an undertaking with the company to this effect at the time of joining duties as per our policy and practice. Your trainee period will be deemed to have been extended until such time as you receive your letter of regular appointment or your training arrangement is terminated in writing.

3. **No simultaneous employment**
   While associated with the organization, as a trainee, you shall not be permitted to be employed with any other organization or person in any capacity whatsoever. You are also forbidden from any form of association, including employment or consultation, with any company that is a direct competitor or is in the same/similar line of business as **63 Moons** or its subsidiaries or associates, while being a trainee in the Company /or for a period of one year after separation from the company.

4. **Training / Career enrichment**
   The company may provide various other training programmes for your career enrichment during your stay with the company. If you leave the company within two year of completion of any such training provided to you, you will be liable to recompense.

5. **Termination**
   Either party shall have the right of terminating the employment by giving the other party required notice in writing subject to company's separation policy. The Company however, in case the exigencies of work so require, may refuse to accept salary or in lieu of notice or instead require you to serve the notice period. Notwithstanding the above, the company shall have the right of terminating your employment under the following circumstances.

   a) Forthwith, in the event of any misconduct on your part or any breach of terms of your employment with the Company.

   Or

   b) At any time by paying salary in lieu of the deficient notice period, without assigning any reason, at the discretion of Management. In the event, you resign from your duties for any reason whatsoever in nature, we shall not be issuing the relieving letter.

6. **Leave**

   You will be entitled for leaves as per company policy

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7. **Discipline**

You will be governed by the Company's rules and regulations that may be in force at the time of your appointment and also by such rules & regulations as may be in force from time to time.

8. **Postal Address**

You will keep the Company informed of your postal address for communication including changes that may occur during the period of your employment with the Company.

You shall be governed by the policies of the Company in force from time to time.

With Regards,

For, 63 Moons

Mr. Vasu Patta
Vice President - Human Resources

I accept the above terms and conditions

_____
(Signature of Candidate)

63 moons technologies limited

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Registered Office: Shakti Tower - 1, r floor, Premises E, 766, Anna Salai, Thousand Lights, Chennai 600 002. T: +91 44 4395 [illegible] E: +91 44 4395 0899 I CIN No.: L29142TN1988PLC015586

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Annexure 'C'

Kindly ensure you have the proper IT systems and infrastructure to perform your job duties from a remote location. The guidelines that you are required to follow are mentioned below.

Section 1: Mandatory Guidelines

1. **IT Systems and Technology**
   a. It is expected that you arrange for reliable and stable IT facilities at your remote place of work (home).
   b. These include PC / Laptop, Broadband Internet connection, Inverter / UPS for power backup that is appropriate to power reliability in your area of residence, etc.

2. **System Configuration**
   a. Intel Core i3 & above with a minimum 8 GB memory is recommended for better performance.
   b. Kindly ensure Operating System (OS) with Windows 10 / iMac 13.X and above is installed.
   c. It is recommended that the PC / Laptop has a licensed copy of the OS that is regularly updated with latest patches.

3. **Bandwidth connectivity**
   a. You are expected to use a stable broadband Internet connection that provides with a consistent speed of minimum 15Mbps. (If there are multiple users at home then its is advisable to procure broadband speed of 40/50 Mbps & above)
   b. Test your internet speed frequently using https://fast.com from your home PC / Laptop. It is also expected that a backup connection is available, if reliability is an issue.
   c. A wired connection (i.e. Ethernet cable) of RJ 45 is recommended over Wi-Fi, if possible.
   d. Try to keep your home PC / Laptop near to Wi-Fi router for better Wi-Fi connectivity.
   e. If you are using Mobile / Wi-Fi Dongle Hotspot, sitting near to window would give better cellular connectivity.
   f. Incase of Wi-Fi connectivity issue, always use 4G Internet connection while using mobile hotspot for better internet speed.

4. **Home Office Space:**
   a. The employee should, as far as possible, make available a suitable space in their home, which allows for undisturbed working. We understand that completely isolated working space may not be possible in all cases. Hence employees are expected to use their discretion to try and arrange whatever best they can to create a good working environment.

   b. Maintain decorum during meetings/calls. Be in appropriate clothes during video conferencing meetings. (refer to Do's and Dont's of Video calls mentioned in the later section of the document)
   c. While we understand that working from home cannot always be a completely isolated environment with

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children and other family members sharing space with you, the employees are expected to do whatever is feasible to ensure they maintain balance.

d. Family members sharing Internet connection during office hours can reduce the connection speed. Please ensure adequate bandwidth is available for remote work after considering the needs of your family (school / college virtual classrooms & entertainment needs etc). Ensure you subscribe for appropriate broadband bandwidth plan after considering all the above needs. It is also recommended that bandwidth hungry applications like online movies, video streaming services Netflix, Prime, YouTube etc. are best avoided during office hours on a shared Internet connection / Wi-Fi.

5. **Security and Access controls:**
   a. A remote access is provided via VPN which is protected by encryption and security protocols, which keeps the data private and secure.
   b. Remote-access is controlled by role-based access control (RBAC).
   c. Ensure your Login Password to the 63 moons domain is not shared with anyone.
   d. Ensure that remote-access software is updated, Windows patches and licensed antivirus is updated on your device.
   e. Keep strong password for your device from where you access WFH and keep changing periodically.
   f. Always lock your home PC / Laptop screen when not in use to secure data. Session will get terminated automatically if remain ideal considering security aspects.
   g. PC / Laptop to have a screensaver with password.
   h. Data transfer (Print/Copy/Paste) between home device to office PC is blocked in both directions and violation will be viewed seriously and may entail strict disciplinary action.
   i. Please avoid downloading suspicious, unauthorized or illegal software at your home device while WFH.
   j. Employees to maintain complete data confidentiality while WFH and no information shall be shared to anyone.
   k. Never use public Wi-Fi for WFH access, also reset default password of your home Wi-Fi and change periodically.
   l. Restart your PC / Laptop at start of everyday session and keep minimum local programs running when accessing the corporate network.
   m. Do not send any confidential data of the organisation or clients through personal email.

6. **Compliance:**
   a. While working remotely, employees will remain subject to all confidentiality clauses contained within their contract of employment.
   b. WFH will be governed by the IT & other Company Policies and any violation to the mentioned terms shall be presented to the Management for appropriate action and could result in disciplinary action

Section 2: Non-Mandatory Guidelines

7. **You can boost your Wi-Fi coverage by adhering to following tips:**
   a. **Select a good place for your router**
   Not all places are equally suitable for your router. To start with, you want to avoid placing your router close to metal objects and appliances that emit electromagnetic waves. Metal is the top disrupter of a Wi-Fi signal, and its presence close to a Wi-Fi router can easily create a large dead zone.

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b. **Keep your router updated**

There is a growing number of large-scale malware attacks that are costing businesses and individuals alike billions every year. Many of these attacks wouldn't be possible if all routers were kept updated. Once a malware infects a router, it can steal bandwidth and spread itself across the network to other devices. But even without a presence of a dangerous malware, routers with old firmware perform worse than routers that are properly updated.

c. **Cut Off Wi-Fi Leeches**

An encrypted, password-protected Wi-Fi is a must in this day and age. With more people than ever relying on Wi-Fi, the hunger for open, fast Wi-Fi networks is real. You should encrypt your Wi-Fi and protect it with a strong password that can't be easily guessed.

d. **Buy a Wi-Fi Repeater/ Booster/ Extender**

- Even though they are referred to by many names, Wi-Fi boosters, repeaters, and extenders are basically the same thing. Wi-Fi repeaters are relatively simple devices that take an existing signal from your Wi-Fi router and rebroadcast it as a new network. This new network is just an extension of your main network, and all data that go through it also go through the main network.

- Wi-Fi boosters and extenders are very similar, but they also amplify the existing signal before rebroadcasting it to create a second network. Because Wi-Fi boosters typically have greater range than Wi-Fi repeaters, they make sense in situations where the original signal is very weak.

e. **Don't Forget to Reboot**

The timeless IT advice, "If it doesn't work, try switching it on and off", also applies to Wi-Fi routers. A simple reboot is often enough to considerably improve your Wi-Fi speeds. A reboot clears the router's memory and allows updates to install.

f. **Measure Wired Internet Performance**

- If you've tried the above-described tips for improving wireless internet performance without any success, then it's time to shift your focus from your Wi-Fi and measure wired internet performance. To do that, you need an Ethernet cable and a laptop or desktop computer with an Ethernet port.

- We recommend you repeat the wired internet performance test several times, preferably at different times of the day. Once you're certain that your internet service provider is to blame, send them the results of your tests and ask them to fix the problem. If they fail to do so, then it's probably time to switch to a different internet service provider because even the best tips on how to increase Wi-Fi Signal won't help you.

g. **Purchase a Better Internet Plan**

It's easy to underestimate just how many devices these days connect to the internet via Wi-Fi. From computers and mobile phones to various smart home products and appliances, these Wi-Fi connected devices consume a substantial amount of bandwidth, and not all internet plans can provide it. If you've been paying for the same internet plan for the last 10 years, then you should look at what other options are available and considering upgrading. You might even be able to save some money since the prices of fast internet plans have gone down substantially since the early days of broadband internet.

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1. **Do's and Dont's of Video Call:**

   a. **SET UP YOUR SPACE**

   Try to create a private place with an essential infrastructure such as appropriate furniture, less disturbance, better connectivity. Find a private place to take the call. If not, use headphones to minimize background noise. If you have roommates, partners, or family members who are also working from home (or just stuck at home), let them know beforehand that you'll be in a meeting to minimize interruptions.

   Set up your device or camera so that it has a clear, unobstructed view of you. Don't sit too far from (or too close to) the camera. If you're using a separate camera, place it near your screen — it's best to put the camera at eye level, so that when you're looking at the screen, it appears as if you're looking at the person you're talking to.

   Make sure your face is well lit. Natural lighting and side lighting work best, but overhead lights will work well, too. Backlighting can often make it hard to see; if you can't change the backlighting, try to put another light in front and to the side of your face.

   Clean up the area around you. Open up the camera on your laptop or switch on your external camera and see what's visible in the background before the call, and check that you're comfortable showing that on a video call. You might also want to set up a virtual background, if you don't have time to tidy up your space

   b. **CHECK YOUR APPEARANCE**

   One of the best parts about working from home is getting to wear casual clothes all day, but that may not be the right move for a video call. Dress how you would for an in-person meeting, and make sure to follow your workplace's dress code. You don't need to do anything extra but it's a good idea to present a reasonably good appearance.

   c. **STARTING THE CALL**

   It's a good idea to test your video conferencing software before the call, especially if you've never used it before. Also, make sure you have a strong Wi-Fi connection and that your device is either plugged in or fully charged.

   Give yourself a few extra minutes before the call to set up and if possible, log onto the call a little early, especially if you're unfamiliar with the software that your host is using. Once the call has started, check to see if everyone can hear and see each other. A good way to do this is by having everyone either check in or introduce themselves.

   d. **KNOW WHEN TO TURN OFF YOUR AUDIO AND VIDEO**

   Mute your side of the call if you're not speaking. Your microphone can pick up a lot of background noise,

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

so muting allows others on the call to easily hear who's speaking. Also, if you need to get up or move around or do something else during the call (or if your family members suddenly make an appearance), it's a good idea to switch off your video to avoid causing any distractions.

e. **SIGNAL WHEN YOU WANT TO TALK**

During in-person meetings, you can pick up on visual cues to help find the right time to speak. It's a lot easier to accidentally interrupt on a video call. Wait for a few moments of silence before speaking up in case there's a sound delay.
If your company or team is going to have regular online meetings, it's a good idea to decide on a system for asking questions, such as raising your hand or using chat to ask a question. If you're running the meeting, it's also helpful to call on people by name.
Speak clearly and watch how fast you speak (and don't forget to unmute yourself!). But speak at your normal volume — there's no need to shout, and if you do, your co-workers may lower their volume and then miss something else.

f. **STAY FOCUSED, AVOID MULTITASKING**

Be attentive and engaged during the call. Whether your video is enabled or not, don't play on your phone. Don't check and write emails while you're in a sync. Try to look into the camera when you talk. If you look at yourself or others on your screen, it may look like you're looking at something else. When you're not talking, make sure you're paying attention to whoever's speaking or sharing their screen and that you're looking at any materials you may need to reference. (Again, others can see where you're looking.)

If there's a pause in the conversation because, for instance, you need to pull up an email or reference a document, make sure to communicate that. Delays or long stretches of silence might make it seem like you've lost connection, so this just keeps everyone on the same page.

Keep in mind that you're more visible on video calls than in offline meetings, since you get to see close-ups of everyone's face individually instead of a whole group of people at once. It's often helpful to keep your own face visible on-screen, just as a reminder that you're on camera, and so you can see what others are seeing.

g. **SHARING YOUR SCREEN**

If you do need to share your screen during a video call, take a few seconds to prepare before you hit that share button. Clear your desktop of any extra tabs or programs you may have open and make sure any private or sensitive information is hidden.

2. **Pros and cons of Dongles for your quick reference:**

a. **Pros**

The introduction of 5G mobile broadband means a dongle is now a serious alternative to fixed line home broadband. This will depend on the coverage of 5G which, unfortunately, has been delayed due to the coronavirus pandemic.

- Mobile broadband is quick and easy to set up and doesn't require an engineer appointment
- USB dongles give you greater flexibility, allowing you to access the internet when away from home or the office

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Poornima College of Engineering
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Sitapura, JAIPUR

- Developments in mobile broadband technology have seen mobile dongles become smaller, sleeker and faster in recent years
- Mobile broadband dongles run on the battery of your computer or laptop, meaning you don't need an additional charger for them

b. **Cons**

- 4G is still the most common type of mobile broadband connection but it has comparatively slower speeds than most normal broadband packages. This would make it difficult to do high-data activities like running certain applications or streaming media.
- Coverage is dependent on the mobile phone reception in your area, so the mobile blackspots that have you cursing your provider might also affect your mobile broadband connection
- Unlike home broadband connections, mobile broadband usually has monthly data limits
- Overseas charges have come down, but it's still not cheap to use a dongle abroad

3. **Need of an UPS (Uninterruptible Power Supply):**

An uninterruptible power supply (UPS) is used to protect critical loads from utility-supplied power problems, including spikes, brownouts, fluctuations and power outages, all using a dedicated battery. There are three basic functions that it essentially performs:

- avoids damage to hardware caused by overcurrents and voltage spikes. Many UPS models also continuously regulate the input power.
- avoids data loss and damage. In fact, without a UPS, data stored on devices subject to sudden shutdowns can be corrupted or completely lost. If a power management software is also used, the UPS allows and facilitates the controlled shutdown of the system.
- ensures the availability of networks and other applications while avoiding downtime. When used in conjunction with power generators, ensure that they have enough time to ignite in the event of a power failure.

A UPS provides battery backup power and protection for electronic devices, including:

- Wireless networking equipment (routers, modems)
- Computers
- Televisions
- Security systems
- Gaming consoles
- Mobile devices

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Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Junomoneta
finsol pvt. ltd.

Offer Letter

PRIVATE AND CONFIDENTIAL

November 28, 2023

Dear Virendra Soni

With reference to your interview during campus hiring at **Poornima University**, we are pleased to offer you the following role in our organization:

- **Designation: Research Associate - Technical**
- **Job Location: Surat**
- **Date of Joining: May - June, 2024**

The detailed terms and conditions of your appointment will be issued to you at the time of joining. We expect you to maintain the confidentiality of the terms offered to you. Your annual CTC will be **Rs. 3,60,813 /-** as per the detailed breakup in **Annexure -I**.

Please find below the list of documents that are required to be submitted before joining (soft copy), for the expeditious process:

1. Proof of Age Certificate (Xth Mark sheet Certificate)
2. Educational, Professional and Technical Qualification certificates
3. One (3) passport-size color photograph
4. Copy of Present and Permanent Address Proof
5. ID Proof (Aadhar Card, PAN Card)
6. Bank details (cancel cheque/ copy of passbook)
7. NISM Certificate, If available

If you fail to join on the aforesaid date and in absence of any written communication to this effect from you, this preliminary offer letter shall automatically be treated as withdrawn. We look forward to meeting you on **May - June, 2024**.

Thank you
For Junomoneta Finsol Pvt. Ltd.

Authorized Signatory

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Junomoneta
finsol pvt. ltd.

Annexure -I CTC Break-up	
Name	**Virendra Soni**
Designation	**Research Associate - Technical**
Location	**Surat**
Salary Components	**Amount (In INR)**
Basic	12,600
HRA	6,300
LTA	2,520
Special Allowance	3,780
Monthly Pay	**25,200**
PF Employer Contribution	1,512
ESI Employer Contribution	-
Monthly Gross Pay	**26,712**
Annual Gross Pay	**3,20,544**
Gratuity (Refer Note 1)	7,269
Variable Incentives (Refer Note 2)	**33,000**
Annual CTC	**3,60,813**
Monthly in hand	
Monthly net pay	**25,200**
Less: Employee PF	1,512
Less: Employee ESI	-
Less: Professional Tax	200
Less: TDS	As per IT rules
Net in hand (subject to deduction under Income Tax act.**)**	**23,488**
Note:	
1) Payment of Gratuity shall be governed by Provisions of Gratuity Act, 1972.	
2) Variable Incentives shall be payable based on your performance & as per the firm's policy (as amended from time to time). Annual Compensation and Variable Incentives will be subject to deduction of tax at source as per the applicable rules and regulations.	

Authorized Signatory
For Junomoneta Finsol Pvt. Ltd.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

March 06,2024

SHRIRAM Finance

Ref No:CAN159413

Mr.VIKAS DHUKIYA
Vpo: Beenasar,,
Churu,
Rajasthan-331031.
Mob No.: 6375919738

Dear **Mr.VIKAS DHUKIYA** ,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
2. You will be paid a total remuneration of **Rs.2,94,600/-p.a.**
3. You will be in six months Probation effective from the date of joining. After successful completion of probation, you will be confirmed in the services of the company.
4. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.

a. Passport Size Photos-4 nos.

b. Copy of Pan card & Aadhaar card(compulsory).

c. Copy of Address ID proof.

d. Copy of Educational Qualification (Internet copies of the marksheets are not acceptable).

e. Relieving & Experience Letter from Current Employer for Experienced Candidates.

f. Proof of latest 3 months payslips (If applicable).

g. Copy of Driving License is mandatory.

h. Cancelled Cheque/Bank Passbook copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to SHRIRAM FINANCE LIMITED

For SHRIRAM FINANCE LIMITED

A.GANESH
AUTHORISED SIGNATORY

(Accepted)

Disclaimer: SHRIRAM FINANCE LIMITED do not engage any consultants or agencies for recruitments.

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Novac Technology Solutions, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai- 600004." Mail id hrd@novactech.in Phone No. 044-42913019/3052.

Dr. Mahesh Bundele
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Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

KALPATARU PROJECTS INTERNATIONAL LIMITED
(Formerly Kalpataru Power Transmission Limited)

KPIL/T&D/APPT/2024-25
25/05/2024

Ms. Sakshi Sharma

C-229,230
C-229,230
Jaipur - 302039

Dear Sakshi Sharma,

Subject: Appointment Letter

We welcome you to "Kalpataru Projects International Ltd." and we are pleased to appoint you as **Graduate Engineer Trainee** in **Quality** in Grade - T-02 effective from **25-May-2024.**

Your appointment is according to the below terms and conditions and in addition to the joining formalities.

1. Emoluments:

Your emoluments shall be as per Annexure-I attached herewith.

2. Confirmation:

Your services are confirmed from the Date of Joining.

3. Working Hours:

Your regular working hours are as per company policy (decided in accordance with applicable law). You are requested to enquire about the working hours from your Human Resource (HR) Department. However, the working hours may be changed from time to time as per business requirement. In case of an emergency, you may be required to work beyond normal work hours or on staggered timings / shifts, the timings for which may be altered from time to time.

4. Duties:

The management of KPIL reserves the right to assign/change/alter your designated duties, authorities and responsibilities (both inside and outside the office premises) as may be consider fit and necessary by KPIL Management from time to time.

5. Vacation / Holidays:

The holidays and paid leave will be in accordance with the company's rule. Please note that if you absent yourself from the services of the company without prior written permission or overstay sanctioned leave for eight consecutive days, you will deemed to have abandoned service voluntarily without giving due notice and you shall lose lien on appointment.

KALPATARU PROJECTS INTERNATIONAL LTD. HR GANDHINAGAR

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

KALPA-TARU®

KALPATARU PROJECTS INTERNATIONAL LIMITED
(Formerly Kalpataru Power Transmission Limited)

KPIL/T&D/APPT/2024-25
25/05/2024

Mr. Prateek Sharma

House no. 80-B Vishnu Hill Town
House no. 80-B Vishnu Hill Town
Ajmer - 305007

Dear Prateek Sharma,

Subject: Appointment Letter

We welcome you to "Kalpataru Projects International Ltd." and we are pleased to appoint you as **Graduate Engineer Trainee** in **Project Execution** in Grade - T-02 effective from **25-May-2024.**

Your appointment is according to the below terms and conditions and in addition to the joining formalities.

1. Emoluments:

Your emoluments shall be as per Annexure-I attached herewith.

2. Confirmation:

Your services are confirmed from the Date of Joining.

3. Working Hours:

Your regular working hours are as per company policy (decided in accordance with applicable law). You are requested to enquire about the working hours from your Human Resource (HR) Department. However, the working hours may be changed from time to time as per business requirement. In case of an emergency, you may be required to work beyond normal work hours or on staggered timings / shifts, the timings for which may be altered from time to time.

4. Duties:

The management of KPIL reserves the right to assign/change/alter your designated duties, authorities and responsibilities (both inside and outside the office premises) as may be consider fit and necessary by KPIL Management from time to time.

5. Vacation / Holidays:

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KALPATARU PROJECTS INTERNATIONAL LTD. HR GANDHINAGAR

T&D Office: Plot No. A1 & A2, G.I.D.C. Electronics Estate, Sector-25, Gandhinagar - 382016, Gujarat, India | **Tel:** +91 79 2328 0800
Corporate Office: Kalpataru Synergy, 7th Floor, Opp. Grand Hyatt, Santacruz (E), Mumbai - 400055. India | **Tel:** +91 22 3064 2100 / [illegible] 1500
Registered Office: Plot No. 101, Part-III, G.I.D.C. Estate, Sector - 28, Gandhinagar - 382028, Gujarat, India | **Tel:** [illegible]
Email: info@kalpataruprojects.com | **Website:** www.kalpataruprojects.com | **CIN:** L40100GJ[illegible]PLC[illegible]

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ISI-6, RIICO Institutional Area
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KALPATARU PROJECTS INTERNATIONAL LIMITED
(Formerly Kalpataru Power Transmission Limited)

KPIL/T&D/APPT/2024-25
25/05/2024

Mr. Kunal Matted

Beriyo ka Vas
Ray Colony
Barmer - 344001

Dear Kunal Matted,

Subject: Appointment Letter

We welcome you to "Kalpataru Projects International Ltd." and we are pleased to appoint you as **Graduate Engineer Trainee** in **Project Execution** in Grade - T-02 effective from **25-May-2024.**

Your appointment is according to the below terms and conditions and in addition to the joining formalities.

1. **Emoluments:**

Your emoluments shall be as per Annexure-I attached herewith.

2. **Confirmation:**

Your services are confirmed from the Date of Joining.

3. **Working Hours:**

Your regular working hours are as per company policy (decided in accordance with applicable law). You are requested to enquire about the working hours from your Human Resource (HR) Department. However, the working hours may be changed from time to time as per business requirement. In case of an emergency, you may be required to work beyond normal work hours or on staggered timings / shifts, the timings for which may be altered from time to time.

4. **Duties:**

The management of KPIL reserves the right to assign/change/alter your designated duties, authorities and responsibilities (both inside and outside the office premises) as may be consider fit and necessary by KPIL Management from time to time.

5. **Vacation / Holidays:**

The holidays and paid leave will be in accordance with the company's rule. Please note that if you absent yourself from the services of the company without prior written permission or overstay sanctioned leave for eight consecutive days, you will deemed to have abandoned service voluntarily without giving due notice and you shall lose lien on appointment.

KALPATARU PROJECTS INTERNATIONAL LTD. ★ HR GANDHINAGAR

T&D Office: Plot No. A1 & A2, G.I.D.C. Electronics Estate, Sector-25, Gandhinagar - 382016, Gujarat, India | **Tel:** +91 79 2328 0800
Corporate Office: Kalpataru Synergy, 7th Floor, Opp. Grand Hyatt, Santacruz (E), Mumbai - 400055. India | **Tel:** +91 22 3064 2100 / 6885 1500
Registered Office: Plot No. 101, Part-III, G.I.D.C. Estate, Sector - 28, Gandhinagar - 382028, Gujarat, India | **Tel:** +91 79 2321 4000
Email: info@kalpataruprojects.com | **Website:** www.kalpataruprojects.com | **CIN:** L40100GJ1981PLC004281

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

March 06,2024

Ref No:CAN159411

Mr.KUNAL MATTED
Beriyo Ka Vas, Ray Colony,,
Barmer,
Rajasthan-344001.
Mob No.: 9783456996

Dear **Mr.KUNAL MATTED** ,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
2. You will be paid a total remuneration of **Rs.2,94,600/-p.a.**
3. You will be in six months Probation effective from the date of joining. After successful completion of probation, you will be confirmed in the services of the company.
4. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.

a. Passport Size Photos-4 nos.

b. Copy of Pan card & Aadhaar card(compulsory).

c. Copy of Address ID proof.

d. Copy of Educational Qualification (Internet copies of the marksheets are not acceptable).

e. Relieving & Experience Letter from Current Employer for Experienced Candidates.

f. Proof of latest 3 months payslips (If applicable).

g. Copy of Driving License is mandatory.

h. Cancelled Cheque/Bank Passbook copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to SHRIRAM FINANCE LIMITED

For SHRIRAM FINANCE LIMITED

A.GANESH
AUTHORISED SIGNATORY **(Accepted)**

Disclaimer: SHRIRAM FINANCE LIMITED do not engage any consultants or agencies for recruitments.

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Novac Technology Solutions, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai- 600004." Mail id hrd@novactech.in Phone No. 044-42913019/3052.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
RIICO Institutional Area
Sitapura, JAIPUR

KALPA-TARU®

KALPATARU PROJECTS INTERNATIONAL LIMITED
(Formerly Kalpataru Power Transmission Limited)

KPIL/T&D/APPT/2024-25
25/05/2024

Mr. Himanshu Sharma

Badabas mohalla kotputli , jaipur
kotputli , 303108
Jaipur - 303108

Dear Himanshu Sharma,

Subject: Appointment Letter

We welcome you to "Kalpataru Projects International Ltd." and we are pleased to appoint you as **Graduate Engineer Trainee** in **Project Execution** in Grade - T-02 effective from **25-May-2024.**

Your appointment is according to the below terms and conditions and in addition to the joining formalities.

1. Emoluments:

Your emoluments shall be as per Annexure-I attached herewith.

2. Confirmation:

Your services are confirmed from the Date of Joining.

3. Working Hours:

Your regular working hours are as per company policy (decided in accordance with applicable law). You are requested to enquire about the working hours from your Human Resource (HR) Department. However, the working hours may be changed from time to time as per business requirement. In case of an emergency, you may be required to work beyond normal work hours or on staggered timings / shifts, the timings for which may be altered from time to time.

4. Duties:

The management of KPIL reserves the right to assign/change/alter your designated duties, authorities and responsibilities (both inside and outside the office premises) as may be consider fit and necessary by KPIL Management from time to time.

5. Vacation / Holidays:

The holidays and paid leave will be in accordance with the company's rule. Please note that if you absent yourself from the services of the company without prior written permission or overstay sanctioned leave for eight consecutive days, you will deemed to have abandoned service voluntarily without giving due notice and you shall lose lien on appointment.

KALPATARU PROJECTS INTERNATIONAL LTD. ★ HR GANDHINAGAR

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Junomoneta
finsol pvt. ltd.

Offer Letter

PRIVATE AND CONFIDENTIAL

November 28, 2023

Dear Hemant Saini

With reference to your interview during campus hiring at **Poornima University**, we are pleased to offer you the following role in our organization:

- **Designation: Research Associate - Technical**
- **Job Location: Surat**
- **Date of Joining: May - June, 2024**

The detailed terms and conditions of your appointment will be issued to you at the time of joining. We expect you to maintain the confidentiality of the terms offered to you. Your annual CTC will be **Rs. 3,60,813 /-** as per the detailed breakup in **Annexure -I.**

Please find below the list of documents that are required to be submitted before joining (soft copy), for the expeditious process:

1. Proof of Age Certificate (Xth Mark sheet Certificate)
2. Educational, Professional and Technical Qualification certificates
3. One (3) passport-size color photograph
4. Copy of Present and Permanent Address Proof
5. ID Proof (Aadhar Card, PAN Card)
6. Bank details (cancel cheque/ copy of passbook)
7. NISM Certificate, If available

If you fail to join on the aforesaid date and in absence of any written communication to this effect from you, this preliminary offer letter shall automatically be treated as withdrawn. We look forward to meeting you on **May - June, 2024.**

Thank you

For Junomoneta Finsol Pvt. Ltd.

RICHA AHUJA SHARMA

Authorized Signatory

Hemant

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Junomoneta
finsol pvt. ltd.

Annexure -I CTC Break-up	
Name	**Hemant Saini**
Designation	**Research Associate - Technical**
Location	**Surat**
Salary Components	**Amount (In INR)**
Basic	12,600
HRA	6,300
LTA	2,520
Special Allowance	3,780
Monthly Pay	**25,200**
PF Employer Contribution	1,512
ESI Employer Contribution	-
Monthly Gross Pay	**26,712**
Annual Gross Pay	**3,20,544**
Gratuity (Refer Note 1)	7,269
Variable Incentives (Refer Note 2)	**33,000**
Annual CTC	**3,60,813**
Monthly in hand	
Monthly net pay	**25,200**
Less: Employee PF	1,512
Less: Employee ESI	-
Less: Professional Tax	200
Less: TDS	As per IT rules
Net in hand (subject to deduction under Income Tax act.)	**23,488**
Note:	
1) Payment of Gratuity shall be governed by Provisions of Gratuity Act, 1972.	
2) Variable Incentives shall be payable based on your performance & as per the firm's policy (as amended from time to time). Annual Compensation and Variable Incentives will be subject to deduction of tax at source as per the applicable rules and regulations.	

RICHA AHUJA SHARMA

Digitally signed by RICHA AHUJA SHARMA
DN: c=IN, o=JUNOMONETA FINSOL PRIVATE LIMITED, ou=HUMAN RESOURCE, 2.5.4.20=1f86c9790a8b56d84c2fbe4f429d2ce45d09fc6cc9eea9521a1cb23359adcd1, postalCode=380054, st=GUJARAT, serialNumber=6c5f45c3866eaca234d3dc238e222cc987e490c9f2bf16ca8782fbaa2b2bc4fd, cn=RICHA AHUJA SHARMA
Date: 2023.11.28 17:03:13 +05'30'

Authorized Signatory
For Junomoneta Finsol Pvt. Ltd.

Hemant

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Junomoneta
finsol pvt. ltd.

Offer Letter

PRIVATE AND CONFIDENTIAL

November 28, 2023

Dear Harshit Sharma

With reference to your interview during campus hiring at **Poornima University**, we are pleased to offer you the following role in our organization:

- **Designation: Research Associate - Technical**
- **Job Location: Surat**
- **Date of Joining: May - June, 2024**

The detailed terms and conditions of your appointment will be issued to you at the time of joining. We expect you to maintain the confidentiality of the terms offered to you. Your annual CTC will be **Rs. 3,60,813 /-** as per the detailed breakup in **Annexure -I**.

Please find below the list of documents that are required to be submitted before joining (soft copy), for the expeditious process:

1. Proof of Age Certificate (Xth Mark sheet Certificate)
2. Educational, Professional and Technical Qualification certificates
3. One (3) passport-size color photograph
4. Copy of Present and Permanent Address Proof
5. ID Proof (Aadhar Card, PAN Card)
6. Bank details (cancel cheque/ copy of passbook)
7. NISM Certificate, If available

If you fail to join on the aforesaid date and in absence of any written communication to this effect from you, this preliminary offer letter shall automatically be treated as withdrawn. We look forward to meeting you on **May - June, 2024**.

Thank you
For Junomoneta Finsol Pvt. Ltd.

Authorized Signatory

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

Junomoneta
finsol pvt. ltd.

Annexure -I CTC Break-up	
Name	**Harshit Sharma**
Designation	**Research Associate - Technical**
Location	**Surat**
Salary Components	**Amount (In INR)**
Basic	12,600
HRA	6,300
LTA	2,520
Special Allowance	3,780
Monthly Pay	**25,200**
PF Employer Contribution	1,512
ESI Employer Contribution	-
Monthly Gross Pay	**26,712**
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Gratuity (Refer Note 1)	7,269
Variable Incentives (Refer Note 2)	**33,000**
Annual CTC	**3,60,813**
Monthly in hand	
Monthly net pay	**25,200**
Less: Employee PF	1,512
Less: Employee ESI	-
Less: Professional Tax	200
Less: TDS	As per IT rules
Net in hand (subject to deduction under Income Tax act.**)**	**23,488**
Note:	
1) Payment of Gratuity shall be governed by Provisions of Gratuity Act, 1972.	
2) Variable Incentives shall be payable based on your performance & as per the firm's policy (as amended from time to time). Annual Compensation and Variable Incentives will be subject to deduction of tax at source as per the applicable rules and regulations.	

Authorized Signatory
For Junomoneta Finsol Pvt. Ltd.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

KALPA-TARU®

KALPATARU PROJECTS INTERNATIONAL LIMITED
(Formerly Kalpataru Power Transmission Limited)

KPIL/T&D/OFFER/24-25
DATE : 22-May-2024

Mr. Harshit Taiter
31/44
IN FRONT OF BP OIL MILL
RAMCHANDRAPURA, CHHAWANI
KOTA 324007

Sub : Offer Letter

Dear Mr. Harshit Taiter ,

With reference to your application & subsequent interview you had with us, we are pleased to inform you that you have been selected by us, on following terms and condition:

A	Designation	**Graduate Trainee**	E	Location	**Wo-0466a-Ramgarh-Bhadla-Rj**
B	Grade	**T-02**	F	Reporting	**Ajit Kumar Singh**
C	Salary Offered	**As Per Annexure-I**	G	Joining Date	**On or before 25.05.2024**
D	Department	**Project Execution**	H	Appointment Type	**Regular Employee**

Appointment Letter
The detailed appointment letter along with various allowances applicable to your Grade will be issued on your joining.

Documents
As a part of your Appointment and joining, you are requested to submit your Testimonial's and other relevant documents mentioned in E-Mail

Medical Fitness
Your appointment is subject to our receiving a satisfactory report on your health. In this connection you will be advised to undergo a "Pre-employment medical examination" from a Recognized Medical Doctor.

Back ground verification
KPIL is committed to providing a safe and productive working environment. Please be informed that KPIL shall carry out a proper background verification and reference check of yours which shall deal with, including but not limited to, educational background,prior employment history,civil / criminal antecedents(if required) and other related information and activities.
In the event of any unsatisfactory result/information of whatever nature transpires from such background verification or reference check then KPIL may reserve the right to revoke this offer, even after you have joined the company. In this regards KPIL's Decision shall be final and binding on you.

In case of further clarification, please contact, Suprity Sarkar at 8080877857 / suprity.sarkar@kalpataruprojects.com

For Kalpataru Projects International Limited,

Rahul Kanti
Asst. Vice President - HR

I accept the above offer and will join on

Candidate's Name & Signature

PS : Please note that your offer is valid till further 10 days on the release of offer.

Dr. Mahesh Bundele
B.E., M.E., Ph.D.
Director
Poornima College of Engineering
ISI-6, RIICO Institutional Area
Sitapura, JAIPUR

KALPA-TARU®

KALPATARU PROJECTS INTERNATIONAL LIMITED
(Formerly Kalpataru Power Transmission Limited)

KPIL/T&D/APPT/2024-25
25/05/2024

Mr. Abhishek Saini
59-60
Scheme Sector no. 3

Bharatpur - 321001

Dear Abhishek Saini,

Subject: Appointment Letter

We welcome you to "Kalpataru Projects International Ltd." and we are pleased to appoint you as **Graduate Engineer Trainee** in **Project Execution** in Grade - T-02 effective from **25-May-2024.**

Your appointment is according to the below terms and conditions and in addition to the joining formalities.

1. Emoluments:

Your emoluments shall be as per Annexure-I attached herewith.

2. Confirmation:

Your services are confirmed from the Date of Joining.

3. Working Hours:

Your regular working hours are as per company policy (decided in accordance with applicable law). You are requested to enquire about the working hours from your Human Resource (HR) Department. However, the working hours may be changed from time to time as per business requirement. In case of an emergency, you may be required to work beyond normal work hours or on staggered timings / shifts, the timings for which may be altered from time to time.

4. Duties:

The management of KPIL reserves the right to assign/change/alter your designated duties, authorities and responsibilities (both inside and outside the office premises) as may be consider fit and necessary by KPIL Management from time to time.

5. Vacation / Holidays:

The holidays and paid leave will be in accordance with the company's rule. Please note that if you absent yourself from the services of the company without prior written permission or overstay sanctioned leave for eight consecutive days, you will deemed to have abandoned service voluntarily without giving due notice and you shall lose lien on appointment.

KALPATARU PROJECTS INTERNATIONAL LTD. ★ HR GANDHINAGAR

T&D Office: Plot No. A1 & A2, G.I.D.C. Electronics Estate, Sector-25, Gandhinagar - 382016, Gujarat, India | Tel: +91 79 2328 0800
Corporate Office: Kalpataru Synergy, 7th Floor, Opp. Grand Hyatt, Santacruz (E), Mumbai - 400055. India | Tel: +91 22 3064 2100 / 6885 1500
Registered Office: Plot No. 101, Part-III, G.I.D.C. Estate, Sector - 28, Gandhinagar - 382028, Gujarat, India | Tel: +91 79 2321
Email: info@kalpataruprojects.com | Website: www.kalpataruprojects.com | CIN: L40100GJ1981P

Dr. Mahesh Bundele
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