



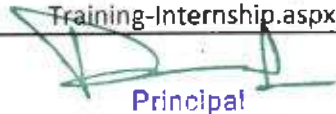
DRONACHARYA
College of Engineering
Approved by : All India Council for Technical Education
Permanent Affiliation : M. D. University, Rohtak (Haryana)

1.3.2 Percentage of students undertaking project work/field work/internship (Data for the latest completed academic year)


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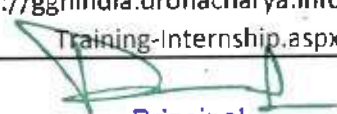
S.No.	Programme name	Program Code	List of students undertaking project work/field work/internship	Link to the relevant document
1	B.Tech- Computer Science & Engineering	366	ABHINAV RAI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
2	B.Tech- Computer Science & Engineering	366	ABHISHEK YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
3	B.Tech- Computer Science & Engineering	366	ADARSH MALIK	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
4	B.Tech- Computer Science & Engineering	366	AISHWARYA TIWARI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
5	B.Tech- Computer Science & Engineering	366	AKASH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
6	B.Tech- Computer Science & Engineering	366	AKHILESH GARG	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
7	B.Tech- Computer Science & Engineering	366	AMIT KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
8	B.Tech- Computer Science & Engineering	366	ANKIT AHUJA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
9	B.Tech- Computer Science & Engineering	366	ANKIT MISHRA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
10	B.Tech- Computer Science & Engineering	366	ANKUR GANDHI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
11	B.Tech- Computer Science & Engineering	366	ANNUKIRTI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
12	B.Tech- Computer Science & Engineering	366	ANSH KHURANA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
13	B.Tech- Computer Science & Engineering	366	ANSHUL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
14	B.Tech- Computer Science & Engineering	366	ANUBHAV SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
15	B.Tech- Computer Science & Engineering	366	AYUSH ARYAN DUBEY	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
16	B.Tech- Computer Science & Engineering	366	ADITYA GAUR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
17	B.Tech- Computer Science & Engineering	366	BASANT JHA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
18	B.Tech- Computer Science & Engineering	366	BHARAT	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
19	B.Tech- Computer Science & Engineering	366	BHAWNA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
20	B.Tech- Computer Science & Engineering	366	CHIRAG	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx


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21	B.Tech- Computer Science & Engineering	366	CHIRANTER RAWAT	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
22	B.Tech- Computer Science & Engineering	366	DEEPALI BUDHIRAJA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
23	B.Tech- Computer Science & Engineering	366	DEEPANSHU BATRA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
24	B.Tech- Computer Science & Engineering	366	DHEERAJ YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
25	B.Tech- Computer Science & Engineering	366	DHRUVA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
26	B.Tech- Computer Science & Engineering	366	DOVKUSH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
27	B.Tech- Computer Science & Engineering	366	GIRISH SINGH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
28	B.Tech- Computer Science & Engineering	366	GOVIND KAUSHIK	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
29	B.Tech- Computer Science & Engineering	366	HARENDRA YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
30	B.Tech- Computer Science & Engineering	366	HARSH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
31	B.Tech- Computer Science & Engineering	366	HARSHITA RAWAT	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
32	B.Tech- Computer Science & Engineering	366	HIMANSHU	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
33	B.Tech- Computer Science & Engineering	366	HIMANSHU	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
34	B.Tech- Computer Science & Engineering	366	HIMANSHU TYAGI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
35	B.Tech- Computer Science & Engineering	366	HITESH PANDEY	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
36	B.Tech- Computer Science & Engineering	366	ISHAANK GARG	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
37	B.Tech- Computer Science & Engineering	366	ITI KAUSHIK	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
38	B.Tech- Computer Science & Engineering	366	JATIN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
39	B.Tech- Computer Science & Engineering	366	JATIN ARORA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
40	B.Tech- Computer Science & Engineering	366	JAY KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
41	B.Tech- Computer Science & Engineering	366	KAJAL KUMARI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
42	B.Tech- Computer Science & Engineering	366	KARAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
43	B.Tech- Computer Science & Engineering	366	KARAN SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx


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44	B.Tech- Computer Science & Engineering	366	LALIT SEHRAWAT	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
45	B.Tech- Computer Science & Engineering	366	MAYANK TANWAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
46	B.Tech- Computer Science & Engineering	366	MILAN SINGH PUNIA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
47	B.Tech- Computer Science & Engineering	366	MOHAMMED FUZAIL KHAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
48	B.Tech- Computer Science & Engineering	366	MOHD ATIF JAMAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
49	B.Tech- Computer Science & Engineering	366	MOHIT BHATIA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
50	B.Tech- Computer Science & Engineering	366	MOHIT SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
51	B.Tech- Computer Science & Engineering	366	NAKUL TANEJA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
52	B.Tech- Computer Science & Engineering	366	NEDDHE RAPARIA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
53	B.Tech- Computer Science & Engineering	366	NEELIMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
54	B.Tech- Computer Science & Engineering	366	NIKHIL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
55	B.Tech- Computer Science & Engineering	366	NIKHIL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
56	B.Tech- Computer Science & Engineering	366	NISHU	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
57	B.Tech- Computer Science & Engineering	366	NITESH SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
58	B.Tech- Computer Science & Engineering	366	NITIN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
59	B.Tech- Computer Science & Engineering	366	NITIN KUMAR YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
60	B.Tech- Computer Science & Engineering	366	PARUL KALRA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
61	B.Tech- Computer Science & Engineering	366	PARTH JOSHI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
62	B.Tech- Computer Science & Engineering	366	PARVEEN KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
63	B.Tech- Computer Science & Engineering	366	POORTI SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
64	B.Tech- Computer Science & Engineering	366	PREETI TRIVEDI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
65	B.Tech- Computer Science & Engineering	366	PRIYANSHU RAJPUT	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
66	B.Tech- Computer Science & Engineering	366	PUNJ GOSWAMI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx


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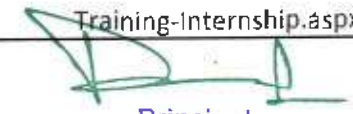
67	B.Tech- Computer Science & Engineering	366	RADHIKA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
68	B.Tech- Computer Science & Engineering	366	RADHIKA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
69	B.Tech- Computer Science & Engineering	366	RAHUL RAJPUT	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
70	B.Tech- Computer Science & Engineering	366	RAHUL ROHILLA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
71	B.Tech- Computer Science & Engineering	366	RAJAT KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
72	B.Tech- Computer Science & Engineering	366	RAJESH KUMAR JHA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
73	B.Tech- Computer Science & Engineering	366	RICHY CHHABRA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
74	B.Tech- Computer Science & Engineering	366	RINNEY SENGAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
75	B.Tech- Computer Science & Engineering	366	RISHABH SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
76	B.Tech- Computer Science & Engineering	366	RITIK	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
77	B.Tech- Computer Science & Engineering	366	RITIK SINGHAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
78	B.Tech- Computer Science & Engineering	366	RITVIK BHADOLA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
79	B.Tech- Computer Science & Engineering	366	ROHAN KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
80	B.Tech- Computer Science & Engineering	366	ROZER KSHETRIMAYUM	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
81	B.Tech- Computer Science & Engineering	366	SACHIN MALIK	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
82	B.Tech- Computer Science & Engineering	366	SACHIN SAHARAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
83	B.Tech- Computer Science & Engineering	366	SAHIL SANDHU	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
84	B.Tech- Computer Science & Engineering	366	SAKSHI KATARIA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
85	B.Tech- Computer Science & Engineering	366	SANJEEV SONI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
86	B.Tech- Computer Science & Engineering	366	SARA DHINGRA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
87	B.Tech- Computer Science & Engineering	366	SATYAM SINGH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
88	B.Tech- Computer Science & Engineering	366	SAURABH BISHT	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
89	B.Tech- Computer Science & Engineering	366	SEJAL KHANNA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx

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90	B.Tech- Computer Science & Engineering	366	SHIKHA CHAUHAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
91	B.Tech- Computer Science & Engineering	366	SHIVA KHARBANDA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
92	B.Tech- Computer Science & Engineering	366	SHIVAM CHHABRA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
93	B.Tech- Computer Science & Engineering	366	SHIVAM GOYAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
94	B.Tech- Computer Science & Engineering	366	SHREYA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
95	B.Tech- Computer Science & Engineering	366	SHUBHAM GOYAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
96	B.Tech- Computer Science & Engineering	366	SUDHIR KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
97	B.Tech- Computer Science & Engineering	366	SURAJ TANWAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
98	B.Tech- Computer Science & Engineering	366	SURAJ YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
99	B.Tech- Computer Science & Engineering	366	SWASTIK PATTNAIK	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
100	B.Tech- Computer Science & Engineering	366	TUSHAR PAPNAI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
101	B.Tech- Computer Science & Engineering	366	UDIT MALIK	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
102	B.Tech- Computer Science & Engineering	366	UTKRISHT NIGAM	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
103	B.Tech- Computer Science & Engineering	366	VAIBHAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
104	B.Tech- Computer Science & Engineering	366	VIJAY DEEP	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
105	B.Tech- Computer Science & Engineering	366	VIKASH CHAUHAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
106	B.Tech- Computer Science & Engineering	366	VINEET PATWAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
107	B.Tech- Computer Science & Engineering	366	VISHESH JAKHAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
108	B.Tech- Computer Science & Engineering	366	VIVEK YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
109	B.Tech- Computer Science & Engineering	366	YASH YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
110	B.Tech- Computer Science & Engineering	366	MUKUL SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
111	B.Tech- Computer Science & Engineering	366	DEEPANSHU MOYAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
112	B.Tech- Computer Science & Engineering	366	KAMAL NARAYAN THAKUR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx


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113	B.Tech- Computer Science & Engineering	366	RAJAT ROHILLA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
114	B.Tech- Computer Science & Engineering	366	RAVIT KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
115	B.Tech- Computer Science & Engineering	366	SHIVAM CHANDRA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
116	B.Tech- Computer Science & Engineering	366	SHIVANI GUSAIN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
117	B.Tech- Computer Science & Engineering	366	SONAM KHATRI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
118	B.Tech- Computer Science & Engineering	366	ANUSH GUPTA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
119	B.Tech- Computer Science & Engineering	366	ANISH KUMAR KASHYAP	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
120	B.Tech- Computer Science & Engineering	366	AMITESH PATHAK	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
121	B.Tech- Computer Science & Engineering	366	VAIBHAV PANDITA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
122	B.Tech- Computer Science & Engineering	366	CHIRAG SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
123	B.Tech- Computer Science & Engineering	366	MEHUL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
124	B.Tech- Electronics & Communication Engineering	301	ANKIT BHARDWAJ	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
125	B.Tech- Electronics & Communication Engineering	301	ANKIT CHANDER JADLI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
126	B.Tech- Electronics & Communication Engineering	301	ARPAN SHAKYA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
127	B.Tech- Electronics & Communication Engineering	301	DEEPANSHU YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
128	B.Tech- Electronics & Communication Engineering	301	HARJOT SINGH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
129	B.Tech- Electronics & Communication Engineering	301	HIMANSHU SAINI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
130	B.Tech- Electronics & Communication Engineering	301	HIMANSHU SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
131	B.Tech- Electronics & Communication Engineering	301	JATIN CHAUHAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
132	B.Tech- Electronics & Communication Engineering	301	KARAN BAGAI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
133	B.Tech- Electronics & Communication Engineering	301	KAVITA ASWAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
134	B.Tech- Electronics & Communication Engineering	301	MANISH THAKUR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
135	B.Tech- Electronics & Communication Engineering	301	NIKHIL KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx


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136	B.Tech- Electronics & Communication Engineering	301	SHIWANG KUSHWAHA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
137	B.Tech- Electronics & Communication Engineering	301	SUMIT SINGH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
138	B.Tech- Electronics & Communication Engineering	301	SUPRIYA SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
139	B.Tech- Electronics & Communication Engineering	301	VINEET KUMAR SINGH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
140	B.Tech- Electronics & Communication Engineering	301	VISHAL KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
141	B.Tech- Electronics & Communication Engineering	301	VISHAL KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
142	B.Tech- Electronics & Communication Engineering	301	VIVEK SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
143	B.Tech- Electronics & Communication Engineering	301	HARSHIT KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
144	B.Tech- Electronics & Communication Engineering	301	SHIKSHA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
145	B.Tech- Mechanical Engineering	304	AKSHYA PANDEY	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
146	B.Tech- Mechanical Engineering	304	ANKIT KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
147	B.Tech- Mechanical Engineering	304	ANSHUMAN HASIJA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
148	B.Tech- Mechanical Engineering	304	ASHISH BHANKHUR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
149	B.Tech- Mechanical Engineering	304	BHUPENDER	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
150	B.Tech- Mechanical Engineering	304	CHIRAG	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
151	B.Tech- Mechanical Engineering	304	DEV GODARA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
152	B.Tech- Mechanical Engineering	304	GAURAV YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
153	B.Tech- Mechanical Engineering	304	HARSHIT KAUSHIK	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
154	B.Tech- Mechanical Engineering	304	HITESH KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
155	B.Tech- Mechanical Engineering	304	HRITHIK YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
156	B.Tech- Mechanical Engineering	304	JATIN BHARGAVA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
157	B.Tech- Mechanical Engineering	304	MANISH KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
158	B.Tech- Mechanical Engineering	304	MIHIR MALHOTRA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx

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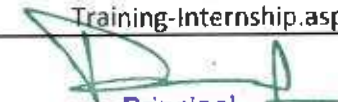
159	B.Tech- Mechanical Engineering	304	MUKUL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
160	B.Tech- Mechanical Engineering	304	NITIN KUMAR SAMADHIYA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
161	B.Tech- Mechanical Engineering	304	PANKAJ	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
162	B.Tech- Mechanical Engineering	304	PRINCE	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
163	B.Tech- Mechanical Engineering	304	PULKIT KATARIA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
164	B.Tech- Mechanical Engineering	304	ROHIT SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
165	B.Tech- Mechanical Engineering	304	SHAURYA DADHICH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
166	B.Tech- Mechanical Engineering	304	SIDDARTH GAUR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
167	B.Tech- Mechanical Engineering	304	SUMIT KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
168	B.Tech- Mechanical Engineering	304	SURYANSH SINGH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
169	B.Tech- Mechanical Engineering	304	RAHUL BHAKUNI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
170	B.Tech- Mechanical Engineering	304	LAKSHAY SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
171	B.Tech- Mechanical Engineering	304	SATYAM KUMAR MISHRA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
172	B.Tech- Mechanical Engineering	304	VASU MANCHANDA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
173	B.Tech- Mechanical Engineering	304	GYAN SINGH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
174	B.Tech- Information Technology	374	AJAY KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
175	B.Tech- Information Technology	374	AKSHAT GARG	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
176	B.Tech- Information Technology	374	ANKIT JANGIR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
177	B.Tech- Information Technology	374	ARCHIT SISODIA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
178	B.Tech- Information Technology	374	ASHISH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
179	B.Tech- Information Technology	374	ASHISH MISHRA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
180	B.Tech- Information Technology	374	DEEPAK JHANKRA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
181	B.Tech- Information Technology	374	GYANDEEP KUSHWAHA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx

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182	B.Tech- Information Technology	374	HARSH YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
183	B.Tech- Information Technology	374	JATIN BHATIA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
184	B.Tech- Information Technology	374	MD JUNED ALAM	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
185	B.Tech- Information Technology	374	MADHUR KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
186	B.Tech- Information Technology	374	MAYANK TIWARI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
187	B.Tech- Information Technology	374	MOHIT YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
188	B.Tech- Information Technology	374	PRATEEK CHAUHAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
189	B.Tech- Information Technology	374	SAHIL GUPTA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
190	B.Tech- Information Technology	374	SUDHANSHU SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
191	B.Tech- Information Technology	374	VIPIN KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
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193	B.Tech- Information Technology	374	VIPUL SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
194	B.Tech- Information Technology	374	SHANTNU SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
195	B.Tech- Civil Engineering	306	ABHISHEK JULIET LAKRA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
196	B.Tech- Civil Engineering	306	AMAN SAGAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
197	B.Tech- Civil Engineering	306	ANIKET SINGH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
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202	B.Tech- Civil Engineering	306	TAKSHAY KUMAR BERIWAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
203	B.Tech- Civil Engineering	306	BIBHU SUNDAR KHANDUAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
204	B.Tech- Civil Engineering	306	KUNAL SAURABH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx


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205	B.Tech- Civil Engineering	306	MAYANK ANAND	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
206	B.Tech- Civil Engineering	306	RISHI KESHAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
207	B.Tech- Civil Engineering	306	SAMAR PRATAP SINGH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
208	B.Tech- Civil Engineering	306	ARYAN SANDILYA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
209	B.Tech- Electrical & Electronics Engineering	310	AAYUSH SAINI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
210	B.Tech- Electrical & Electronics Engineering	310	ARVIND SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
211	B.Tech- Electrical & Electronics Engineering	310	MANVENDRA SINGH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
212	B.Tech- Electrical & Electronics Engineering	310	PRAJWAL DUTTA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
213	B.Tech- Electrical & Electronics Engineering	310	YASH RATHI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
214	B.Tech- Computer Science & Information Technology	390	ABHINISH PRATAP SINGH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
215	B.Tech- Computer Science & Information Technology	390	ADITYA PRATAP	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
216	B.Tech- Computer Science & Information Technology	390	AKSHEY KAKKAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
217	B.Tech- Computer Science & Information Technology	390	AKSHIT KATHAIT	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
218	B.Tech- Computer Science & Information Technology	390	AMAN KUMAR YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
219	B.Tech- Computer Science & Information Technology	390	AYUSH GUPTA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
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226	B.Tech- Computer Science & Information Technology	390	HIMANSHI DANG	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
227	B.Tech- Computer Science & Information Technology	390	JANAK SINGH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx


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228	B.Tech- Computer Science & Information Technology	390	JATIN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
229	B.Tech- Computer Science & Information Technology	390	JAYDEEP GANGULY	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
230	B.Tech- Computer Science & Information Technology	390	KHUSHI THAREJA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
231	B.Tech- Computer Science & Information Technology	390	KIRTI SINDHWANI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
232	B.Tech- Computer Science & Information Technology	390	PEEYUSH SAINI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
233	B.Tech- Computer Science & Information Technology	390	PRAYAS GULATI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
234	B.Tech- Computer Science & Information Technology	390	RANNY NAYYAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
235	B.Tech- Computer Science & Information Technology	390	RISHABH JAIN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
236	B.Tech- Computer Science & Information Technology	390	RITIK	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
237	B.Tech- Computer Science & Information Technology	390	RITIK MUNJAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
238	B.Tech- Computer Science & Information Technology	390	RIYA GROVER	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
239	B.Tech- Computer Science & Information Technology	390	ROHIT GUPTA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
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249	B.Tech- Computer Science & Information Technology	390	YASH BHARDWAJ	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
250	B.Tech- Computer Science & Information Technology	390	BHUPENDER SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx


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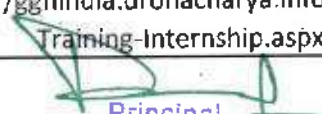
251	B.Tech- Computer Science & Information Technology	390	KISHAN RAJ	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
252	M.Tech- Computer Science & Engineering	330	GARIMA SETHI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
253	M.Tech- Computer Science & Engineering	330	NIDHI KUMARI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
254	M.Tech- Computer Science & Engineering	330	POONAM YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
255	M.Tech- Computer Science & Engineering	330	PREETI KUMARI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
256	M.Tech- Computer Science & Engineering	330	RISHABH SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
257	M.Tech- Computer Science & Engineering	330	SUBHANGANI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
258	M.Tech- Computer Science & Engineering	330	SWATI TYAGI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
259	M.Tech- Computer Science & Engineering	330	MEHUL SINGH NEGI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
260	M.Tech- Mechanical Engineering	349	ROSHAN YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
261	M.Tech- Mechanical Engineering	349	ROHIT YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
262	B.Tech- Computer Science & Engineering	366	ABHISHEK KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
263	B.Tech- Computer Science & Engineering	366	ADARSH DHIMAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
264	B.Tech- Computer Science & Engineering	366	ADITI KUMARI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
265	B.Tech- Computer Science & Engineering	366	ADITI MOHAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
266	B.Tech- Computer Science & Engineering	366	ADITI PAUL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
267	B.Tech- Computer Science & Engineering	366	ADITYA ARYA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
268	B.Tech- Computer Science & Engineering	366	ADITYA KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
269	B.Tech- Computer Science & Engineering	366	ADITYA MUDGAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
270	B.Tech- Computer Science & Engineering	366	AKASH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
271	B.Tech- Computer Science & Engineering	366	AKSHIT GUPTA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
272	B.Tech- Computer Science & Engineering	366	AMAN KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx

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273	B.Tech- Computer Science & Engineering	366	AMAN YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
274	B.Tech- Computer Science & Engineering	366	ANIKET	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
275	B.Tech- Computer Science & Engineering	366	ANJALI KUMARI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
276	B.Tech- Computer Science & Engineering	366	ANJALI PANDEY	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
277	B.Tech- Computer Science & Engineering	366	ANKESH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
278	B.Tech- Computer Science & Engineering	366	ANKIT DHAWAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
279	B.Tech- Computer Science & Engineering	366	ANKIT KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
280	B.Tech- Computer Science & Engineering	366	AAKANKSHA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
281	B.Tech- Computer Science & Engineering	366	AAKASH CHAUDHARY	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
282	B.Tech- Computer Science & Engineering	366	AARYANN CHANDOLA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
283	B.Tech- Computer Science & Engineering	366	ABHAY TIWARI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
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285	B.Tech- Computer Science & Engineering	366	ANKIT KUMAR JHA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
286	B.Tech- Computer Science & Engineering	366	ANKIT KUMAR YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
287	B.Tech- Computer Science & Engineering	366	ANKIT TRIPATHI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
288	B.Tech- Computer Science & Engineering	366	ANSHIKA PAREEK	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
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291	B.Tech- Computer Science & Engineering	366	ANUJ TANWAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
292	B.Tech- Computer Science & Engineering	366	ASHISH YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
293	B.Tech- Computer Science & Engineering	366	ASHU KUMAR SINGH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
294	B.Tech- Computer Science & Engineering	366	ASHUTOSH KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
295	B.Tech- Computer Science & Engineering	366	ASHUTOSH YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx

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297	B.Tech- Computer Science & Engineering	366	BHUSHAN VASHIST	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
298	B.Tech- Computer Science & Engineering	366	CHANDAN YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
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300	B.Tech- Computer Science & Engineering	366	CHIRAG BHATIA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
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306	B.Tech- Computer Science & Engineering	366	DHRUV RANA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
307	B.Tech- Computer Science & Engineering	366	DIVYANSHI OBEROI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
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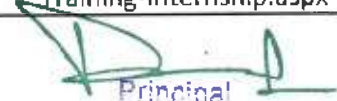
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322	B.Tech- Computer Science & Engineering	366	HARSHIT KHANDELWAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
323	B.Tech- Computer Science & Engineering	366	HEMIKA SONI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
324	B.Tech- Computer Science & Engineering	366	HITAIN KAKKAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
325	B.Tech- Computer Science & Engineering	366	ISHITA SEHGAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
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327	B.Tech- Computer Science & Engineering	366	JAID AHMED	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
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332	B.Tech- Computer Science & Engineering	366	KARTIK SAINI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
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338	B.Tech- Computer Science & Engineering	366	LAKSHAY DESWAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
339	B.Tech- Computer Science & Engineering	366	MANISH KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
340	B.Tech- Computer Science & Engineering	366	MAYANK TIWARI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
341	B.Tech- Computer Science & Engineering	366	MEENAKSHI CHAUHAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx

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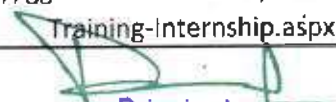
342	B.Tech- Computer Science & Engineering	366	MEHAK	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
343	B.Tech- Computer Science & Engineering	366	MOHIT	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
344	B.Tech- Computer Science & Engineering	366	MONALISA PRIYADARSHINI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
345	B.Tech- Computer Science & Engineering	366	MUKUL THAKUR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
346	B.Tech- Computer Science & Engineering	366	NAZIR ANSARI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
347	B.Tech- Computer Science & Engineering	366	NAMAN MALIK	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
348	B.Tech- Computer Science & Engineering	366	NEERAJ	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
349	B.Tech- Computer Science & Engineering	366	NIKHIL PRATAP SINGH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
350	B.Tech- Computer Science & Engineering	366	NIKHIL SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
351	B.Tech- Computer Science & Engineering	366	NIKHIL TIWARI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
352	B.Tech- Computer Science & Engineering	366	SANDEEP KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
353	B.Tech- Computer Science & Engineering	366	SANIL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
354	B.Tech- Computer Science & Engineering	366	SARTHAK SRIVASTAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
355	B.Tech- Computer Science & Engineering	366	SHAKSHAM SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
356	B.Tech- Computer Science & Engineering	366	SHIVAM MONGA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
357	B.Tech- Computer Science & Engineering	366	SHIVANGI MATHUR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
358	B.Tech- Computer Science & Engineering	366	SHUBHAM SAINI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
359	B.Tech- Computer Science & Engineering	366	SHUBHAM SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
360	B.Tech- Computer Science & Engineering	366	SIDDHARTH BISWAS	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
361	B.Tech- Computer Science & Engineering	366	SIDDHARTH SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
362	B.Tech- Computer Science & Engineering	366	SIMRAN YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
363	B.Tech- Computer Science & Engineering	366	SONAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
364	B.Tech- Computer Science & Engineering	366	SPARSH GOYAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx


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365	B.Tech- Computer Science & Engineering	366	SUBHAM	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
366	B.Tech- Computer Science & Engineering	366	SUSHANT SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
367	B.Tech- Computer Science & Engineering	366	TANIA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
368	B.Tech- Computer Science & Engineering	366	TANMAY MAITI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
369	B.Tech- Computer Science & Engineering	366	TANNU	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
370	B.Tech- Computer Science & Engineering	366	UJJWAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
371	B.Tech- Computer Science & Engineering	366	UJJWAL PANDEY	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
372	B.Tech- Computer Science & Engineering	366	UTKARSH SHAW	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
373	B.Tech- Computer Science & Engineering	366	UTKARSH SINGH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
374	B.Tech- Computer Science & Engineering	366	VARUN GAUR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
375	B.Tech- Computer Science & Engineering	366	VARUN JAIN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
376	B.Tech- Computer Science & Engineering	366	VARUN SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
377	B.Tech- Computer Science & Engineering	366	VIKAS	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
378	B.Tech- Computer Science & Engineering	366	VIKRAMJEET SINGH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
379	B.Tech- Computer Science & Engineering	366	VINAY DOGRA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
380	B.Tech- Computer Science & Engineering	366	VINAYAK SAUBHRI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
381	B.Tech- Computer Science & Engineering	366	VISHAL BHARDWAJ	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
382	B.Tech- Computer Science & Engineering	366	VISHNUKANT SAHIL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
383	B.Tech- Computer Science & Engineering	366	YASH SINGH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
384	B.Tech- Computer Science & Engineering	366	YASHASVI DHIMAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
385	B.Tech- Computer Science & Engineering	366	YATIN MADAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
386	B.Tech- Computer Science & Engineering	366	YOGESH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
387	B.Tech- Computer Science & Engineering	366	YOGESH KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx


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388	B.Tech- Computer Science & Engineering	366	YUSUF HASAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
389	B.Tech- Computer Science & Engineering	366	NIKUNJ GAUTAM	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
390	B.Tech- Computer Science & Engineering	366	NISHANT VERMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
391	B.Tech- Computer Science & Engineering	366	NISHANT YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
392	B.Tech- Computer Science & Engineering	366	NITESH SAINI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
393	B.Tech- Computer Science & Engineering	366	NITESH SINGH CHAUHAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
394	B.Tech- Computer Science & Engineering	366	NITISHA PIPLANI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
395	B.Tech- Computer Science & Engineering	366	NOORKARAN BHANARKAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
396	B.Tech- Computer Science & Engineering	366	OM THAKUR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
397	B.Tech- Computer Science & Engineering	366	PALLAVI SINGH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
398	B.Tech- Computer Science & Engineering	366	PALVI SABHARWAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
399	B.Tech- Computer Science & Engineering	366	PARAS BASERA LALHMINGMAWIA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
400	B.Tech- Computer Science & Engineering	366	PARTH VERMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
401	B.Tech- Computer Science & Engineering	366	PARVESH YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
402	B.Tech- Computer Science & Engineering	366	PEEYUSH KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
403	B.Tech- Computer Science & Engineering	366	PIYUSH GARG	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
404	B.Tech- Computer Science & Engineering	366	PRABAL PANDEY	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
405	B.Tech- Computer Science & Engineering	366	PRADUMN SINGH PATEL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
406	B.Tech- Computer Science & Engineering	366	PRASHANT GOEL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
407	B.Tech- Computer Science & Engineering	366	PRATEEK KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
408	B.Tech- Computer Science & Engineering	366	PRATHAM DEWAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
409	B.Tech- Computer Science & Engineering	366	PRATYUSH ATRI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
410	B.Tech- Computer Science & Engineering	366	PRAVEEN KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx


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411	B.Tech- Computer Science & Engineering	366	PREETAM	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
412	B.Tech- Computer Science & Engineering	366	PRERNA GUPTA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
413	B.Tech- Computer Science & Engineering	366	PRIYANKA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
414	B.Tech- Computer Science & Engineering	366	PRIYANSHI AGRAWAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
415	B.Tech- Computer Science & Engineering	366	PURNIMA SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
416	B.Tech- Computer Science & Engineering	366	RAGHAV GANDOTRA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
417	B.Tech- Computer Science & Engineering	366	RAHUL KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
418	B.Tech- Computer Science & Engineering	366	RAJ SINGH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
419	B.Tech- Computer Science & Engineering	366	RAJ VERMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
420	B.Tech- Computer Science & Engineering	366	RAJAPUTHRA SAI VARSHA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
421	B.Tech- Computer Science & Engineering	366	RAKIB KHAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
422	B.Tech- Computer Science & Engineering	366	RAKSHIT MALHOTRA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
423	B.Tech- Computer Science & Engineering	366	RAVI RAJ	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
424	B.Tech- Computer Science & Engineering	366	RICHARD SAMUEL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
425	B.Tech- Computer Science & Engineering	366	RISHABH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
426	B.Tech- Computer Science & Engineering	366	RISHI SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
427	B.Tech- Computer Science & Engineering	366	RISHU KUMAR GUPTA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
428	B.Tech- Computer Science & Engineering	366	RITIK GROVER	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
429	B.Tech- Computer Science & Engineering	366	RITIK GULABRANI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
430	B.Tech- Computer Science & Engineering	366	RITIK PANDEY	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
431	B.Tech- Computer Science & Engineering	366	RITIK PARIHAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
432	B.Tech- Computer Science & Engineering	366	RITIK SAINI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
433	B.Tech- Computer Science & Engineering	366	RITIK VERMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx

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434	B.Tech- Computer Science & Engineering	366	ROHAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
435	B.Tech- Computer Science & Engineering	366	ROHAN SINGH ASWAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
436	B.Tech- Computer Science & Engineering	366	ROHAN YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
437	B.Tech- Computer Science & Engineering	366	ROHIT YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
438	B.Tech- Computer Science & Engineering	366	SACHIN RATHEE	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
439	B.Tech- Computer Science & Engineering	366	CHIRAG SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
440	B.Tech- Computer Science & Engineering	366	MEHUL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
441	B.Tech- Computer Science & Information Technology	390	AKASH SINGH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
442	B.Tech- Computer Science & Information Technology	390	AMAN SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
443	B.Tech- Computer Science & Information Technology	390	ANKIT PRAJAPATI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
444	B.Tech- Computer Science & Information Technology	390	ANSHUMAN KUMAR YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
445	B.Tech- Computer Science & Information Technology	390	ANUBHUTI PRASAD	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
446	B.Tech- Computer Science & Information Technology	390	BHAVESH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
447	B.Tech- Computer Science & Information Technology	390	BHUPESH KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
448	B.Tech- Computer Science & Information Technology	390	DEEPAK YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
449	B.Tech- Computer Science & Information Technology	390	DEEPANSHU PANT	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
450	B.Tech- Computer Science & Information Technology	390	DEVANSHI MISHRA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
451	B.Tech- Computer Science & Information Technology	390	DIVYA SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
452	B.Tech- Computer Science & Information Technology	390	GAURAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
453	B.Tech- Computer Science & Information Technology	390	HARSHIT KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
454	B.Tech- Computer Science & Information Technology	390	JATIN KHATANA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
455	B.Tech- Computer Science & Information Technology	390	JATIN SAINI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
456	B.Tech- Computer Science & Information Technology	390	JYOTI CHOUDHARY	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx

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457	B.Tech- Computer Science & Information Technology	390	KOSHAL KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
458	B.Tech- Computer Science & Information Technology	390	MANAV YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
459	B.Tech- Computer Science & Information Technology	390	MEHUL SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
460	B.Tech- Computer Science & Information Technology	390	NIKESH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
461	B.Tech- Computer Science & Information Technology	390	PIYUSH GUPTA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
462	B.Tech- Computer Science & Information Technology	390	PRASHANT SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
463	B.Tech- Computer Science & Information Technology	390	PREETI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
464	B.Tech- Computer Science & Information Technology	390	PRERNA MISHRA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
465	B.Tech- Computer Science & Information Technology	390	RAHUL KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
466	B.Tech- Computer Science & Information Technology	390	RAJAT DASH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
467	B.Tech- Computer Science & Information Technology	390	RAMAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
468	B.Tech- Computer Science & Information Technology	390	RIYA VERMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
469	B.Tech- Computer Science & Information Technology	390	RUPESH YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
470	B.Tech- Computer Science & Information Technology	390	SAARTHAK HARIT	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
471	B.Tech- Computer Science & Information Technology	390	SAMEER KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
472	B.Tech- Computer Science & Information Technology	390	SANDEEP SAINI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
473	B.Tech- Computer Science & Information Technology	390	SANDEEP SINGH RAUTHAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
474	B.Tech- Computer Science & Information Technology	390	SIDHANT SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
475	B.Tech- Computer Science & Information Technology	390	VISHAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
476	B.Tech- Computer Science & Information Technology	390	VRIDHI JAIN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
477	B.Tech- Computer Science & Information Technology	390	YASH PANNU	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
478	B.Tech- Computer Science & Information Technology	390	YASH SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
479	B.Tech- Electronics & Communication Engineering	301	AJAY THAKRAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx


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480	B.Tech- Electronics & Communication Engineering	301	ANURADHA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
481	B.Tech- Electronics & Communication Engineering	301	DHRUV SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
482	B.Tech- Electronics & Communication Engineering	301	NITIN KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
483	B.Tech- Electronics & Communication Engineering	301	ROHIT MANDAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
484	B.Tech- Electronics & Communication Engineering	301	VASU SACHDEVA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
485	B.Tech- Electronics & Communication Engineering	301	VINAY PANT	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
486	B.Tech- Electronics & Communication Engineering	301	VIVEK SINGH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
487	B.Tech- Electronics & Communication Engineering	301	NIRANJAN KUMAR CHAUBEY	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
488	B.Tech- Electronics & Communication Engineering	301	SURAJ KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
489	B.Tech- Electronics & Communication Engineering	301	YAVNICA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
490	B.Tech- Information Technology	374	ABHISHEK PANDEY	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
491	B.Tech- Information Technology	374	AKRITI SINHA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
492	B.Tech- Information Technology	374	BHANU	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
493	B.Tech- Information Technology	374	BHARAT SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
494	B.Tech- Information Technology	374	GOKUL BHATT	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
495	B.Tech- Information Technology	374	HARSHAL JANGID	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
496	B.Tech- Information Technology	374	KARTIK GARG	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
497	B.Tech- Information Technology	374	MANDEEP	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
498	B.Tech- Information Technology	374	MUKUL DEV MALIK	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
499	B.Tech- Information Technology	374	NAVNEET RAJ	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
500	B.Tech- Information Technology	374	NISHANT RANJAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
501	B.Tech- Information Technology	374	RAJ KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
502	B.Tech- Information Technology	374	SAKSHAM CHOUDHARY	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx

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503	B.Tech- Information Technology	374	SARTHAK AGARWAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
504	B.Tech- Information Technology	374	SHIVAM YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
505	B.Tech- Information Technology	374	SHRUTI SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
506	B.Tech- Information Technology	374	SIMRAN GROVER	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
507	B.Tech- Information Technology	374	VIKAS NAYAK	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
508	B.Tech- Information Technology	374	YASH SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
509	B.Tech- Electrical & Electronics Engineering	310	ANKIT ARYAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
510	B.Tech- Electrical & Electronics Engineering	310	DEVANSH SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
511	B.Tech- Electrical & Electronics Engineering	310	NITIN KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
512	B.Tech- Electrical & Electronics Engineering	310	VINEET GAHLAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
513	B.Tech- Mechanical Engineering	304	ANURAG JAIN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
514	B.Tech- Mechanical Engineering	304	HIMANSHU	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
515	B.Tech- Mechanical Engineering	304	JABEZ SAJI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
516	B.Tech- Mechanical Engineering	304	NIKHIL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
517	B.Tech- Mechanical Engineering	304	PARTH SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
518	B.Tech- Mechanical Engineering	304	PIYUSH DABAS	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
519	B.Tech- Mechanical Engineering	304	PUSHPENDER RATHORE	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
520	B.Tech- Mechanical Engineering	304	ROHAN CHAUHAN	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
521	B.Tech- Mechanical Engineering	304	SHUBHAM YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
522	B.Tech- Mechanical Engineering	304	SIDDHARTH RAJ	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
523	B.Tech- Mechanical Engineering	304	SUNNY SAINI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
524	B.Tech- Mechanical Engineering	304	SURAJ KUMAR KABIRATH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
525	B.Tech- Mechanical Engineering	304	VAIBHAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx


 Principal
 Dronacharya College of Engg.
 Farukh Nagar - 123506

526	B.Tech- Mechanical Engineering	304	VIKAS BHATI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
527	B.Tech- Mechanical Engineering	304	VIVEK KUMAR	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
528	B.Tech- Mechanical Engineering	304	VASU MANCHANDA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
529	B.Tech- Mechanical Engineering	304	GYAN SINGH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
530	B.Tech- Mechanical Engineering	304	MIDHAT NIZAM	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
531	M.Tech- Computer Science & Engineering	330	ANSHUL BHARDWAJ	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
532	M.Tech- Computer Science & Engineering	330	BHUMIKA CHUGH	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
533	M.Tech- Computer Science & Engineering	330	KAVITA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
534	M.Tech- Computer Science & Engineering	330	PRACHI	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
535	M.Tech- Computer Science & Engineering	330	IRA ARORA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
536	M.Tech- Computer Science & Engineering	330	MANISH KHETARPAL	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
537	M.Tech- Computer Science & Engineering	330	KANIKA SHARMA	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
538	M.Tech- Mechanical Engineering	349	SONU YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx
539	M.Tech- Mechanical Engineering	349	YOGESH YADAV	https://ggnindia.dronacharya.info/Summer-Training-Internship.aspx


 Principal
 Dronacharya College of Engg.
 Farukh Nagar - 123506



23rd May 2022

Mr. Abhinav Rai,

Congratulations, you are being offered a full time role with Technology Team.

We are pleased to inform that you have been selected and shortlisted for the role of Application Engineer at M8 Grade. You will be based out of Gurgaon Location. Your Cost to Company will be INR 6 Lakhs per annum.

You shall be entitled to receive a joining bonus of ₹1,00,000 (INR One Lakh) (taxes as applicable) on your joining AESL.

The Joining Bonus shall be payable to you upon disbursement of your first salary in accordance with payroll cycle following the effective date.

In the event that you decide to separate yourself from AESL within the tenure of one year from the date of joining, you shall and hereby do agree to repay the AESL in full for the Joining Bonus.

Post your confirmation, completion and clearance of graduation and after due internal approvals on your candidature a definitive formal letter of employment with compensation break-up and date of joining will be issued which will be the final offer from the Company.


Should you have any queries please feel free to contact:

Kindly confirm your acceptance to enable us to consider your candidature.

Feel free to reach out to us for any additional information . We look forward to hearing back from you very soon!

Best Regards, (HR Team)

Corporate Office
Aakash Tower, 8, Pusa Road, New Delhi-110005



Principal
Dronacharya College of Engg.
Farrukh Nagar • 122698

Admission Dronacharya Group of Institutions

From: Tanvee Verma <tanvee@aidash.com>
Sent: Tuesday, November 2, 2021 4:52 PM
To: tpo
Cc: principal@ggnindia.dronacharya.info; Sanjay Kaushik; Rahul Saxena; Akhya Mishra
Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2022 Batch
Attachments: image001.jpg

Follow Up Flag: Follow up
Flag Status: Completed

Hi Renu,

Hope you are doing well..!! Please find list of final selects for SDET Internship with AiDash:

1. Ritik Rawat
2. Sana Bisht
3. Shivanshu Singh
4. Sourav Joshi
5. Adarsh Malik

Please let me know if they are good to start with us from 10th November,2021.

As part of next steps, they will be receiving Internship offer letter from our end.

Thank-you for all your support and wonderful coordination. We really appreciate the same.

Regards,
Tanvee Verma
Lead HR
AiDash

From: tpo <tpo@ggnindia.dronacharya.info>
Sent: 31 October 2021 11:17
To: Akhya Mishra <akhya@aidash.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>; Sanjay Kaushik <sanjay@aidash.com>; Rahul Saxena <rahul@aidash.com>; Kanishk Varshney <kanishk@aidash.com>; Tanvee Verma <tanvee@aidash.com>
Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2022 Batch

EXTERNAL SENDER. DO NOT click links, or open attachments, if the sender is unknown, or the message seems suspicious in any way. DO NOT provide your user ID or Password.

Good Morning Mam,

Noted with Thanks!!

Kind Regards
Renu Dua


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

----- Original message -----

From: Akhya Mishra <akhya@aidash.com>

Date: 30/10/2021 18:54 (GMT+05:30)

To: tpo <tpo@ggnindia.dronacharya.info>

Cc: principal@ggnindia.dronacharya.info, Sanjay Kaushik <sanjay@aidash.com>, Rahul Saxena <rahul@aidash.com>, Kanishk Varshney <kanishk@aidash.com>, Tanvee Verma <tanvee@aidash.com>

Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2022 Batch

Hi Renu,

Please find the attachment of students who are shortlisted for the HR Round i.e. due tomorrow.

Please note:

1. All the **shortlisted students have received a calendar invite from our side for the HR round.**
2. The **HR round will start at 4:00 PM.**
3. **Students need to join the "Teams" link provided in the invite and will be Video calls.**

Please ask students to follow the below steps to connect:

Step 1 - Click on the link / Copy paste the link on the browser
(you can use it in Incognito as well)

Step 2 - You will be navigated to a page where you have three options

- (a) Download to mac /window
- (b) continue In-browser
- (c) open teams App

Step 3 - Choose option (b) **continue In-browser**

Step 4 - Join Meeting

PFA for the sheet containing names of Shortlisted students & Links to the interview Panel (just in case, they face any glitch in finding the link, please pass it to them)

Thanks & Regards
Akhya Mishra

From: tpo <tpo@ggnindia.dronacharya.info>

Sent: 22 October 2021 20:36

To: Akhya Mishra <akhya@aidash.com>

Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>; Sanjay Kaushik <sanjay@aidash.com>; Rahul Saxena <rahul@aidash.com>; Kanishk Varshney <kanishk@aidash.com>; Tanvee Verma <tanvee@aidash.com>

Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2022 Batch
Principal
Dronacharya College of Engg.
Farrukh Nagar - 122606

EXTERNAL SENDER. DO NOT click links, or open attachments, if the sender is unknown, or the message seems suspicious in any way. DO NOT provide your user ID or Password.

Good Evening Ma'am,

Noted with Thanks!!

Kind Regards
Renu Dua

----- Original message -----

From: Akhya Mishra <akhya@aidash.com>

Date: 22/10/2021 20:06 (GMT+05:30)

To: TPO <tpo@ggnindia.dronacharya.info>

Cc: principal@ggnindia.dronacharya.info, Sanjay Kaushik <sanjay@aidash.com>, Rahul Saxena <rahul@aidash.com>, Kanishk Varshney <kanishk@aidash.com>, Tanvee Verma <tanvee@aidash.com>

Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2022 Batch

Hi Renu,

Please be informed, **total 10 candidates are shortlisted for Tech Round 2. The same will be held on Monday & Tuesday. They will be receiving the calendar invite by today/tmrw. Regarding the time slots, it will be mentioned along with the invite.**

Kindly ask the candidates to be available at the scheduled date/time.

1. **Mohit** - Schedule for 25th Oct
2. **Rithik Rawat** - Schedule for 25th Oct
3. **Sana Bisht** - Schedule for 25th Oct

4. **Ayush Gupta** - Schedule for 25th Oct

5. **Vaibhav** - Schedule for 25th Oct

6. **Sourav Joshi** - Schedule for 26th Oct

7. **Priyanshu Rajput** - Schedule for 26th Oct

8. **Shivanshu Singh** - Schedule for 26th Oct

9. **Sudhanshu Sharma** - Schedule for 26th Oct

10. **Adarsh Malik** - Schedule for 26th Oct

Thanks & Regards
Akhya Mishra



Principal

Dronacharya College of Engg.
Farrukh Nagar - 123508

From: TPO <tpo@ggnindia.dronacharya.info>

Sent: 21 October 2021 21:53

To: Akhya Mishra <akhya@aidash.com>

Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>; Sanjay Kaushik <sanjay@aidash.com>; Rahul Saxena <rahul@aidash.com>; Kanishk Varshney <kanishk@aidash.com>; Tanvee Verma <tanvee@aidash.com>; tpo@ggnindia.dronacharya.info <tpo@ggnindia.dronacharya.info>

Subject: RE: Campus Invitation - Dronacharya College of Engineering, Gurugram_2022 Batch

EXTERNAL SENDER. DO NOT click links, or open attachments, if the sender is unknown, or the message seems suspicious in any way. DO NOT provide your user ID or Password.

Dear Ma'am,

Thank you so much for considering our request.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Akhya Mishra [mailto:akhya@aidash.com]

Sent: Thursday, October 21, 2021 7:58 PM

To: tpo

Cc: principal@ggnindia.dronacharya.info; Sanjay Kaushik; Rahul Saxena; Kanishk Varshney; Tanvee Verma

Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2022 Batch

Hi Renu,

Please be informed that Rishabh's interview has been rescheduled for tomorrow i.e. on 22nd October, we have sent the calendar invite to Rishabh.

Thanks & Regards

Akhya Mishra

From: tpo <tpo@ggnindia.dronacharya.info>

Sent: 21 October 2021 08:40

To: Akhya Mishra <akhya@aidash.com>

Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>; Sanjay Kaushik <sanjay@aidash.com>; Rahul Saxena <rahul@aidash.com>; Kanishk Varshney <kanishk@aidash.com>; Tanvee Verma <tanvee@aidash.com>

Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2022 Batch

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

EXTERNAL SENDER. DO NOT click links, or open attachments, if the sender is unknown, or the message seems suspicious in any way. DO NOT provide your user ID or Password.

Good Morning Mam,

It is requested to kindly reschedule the interview of Rishabh, Roll No. 21696. For some medical reason he needs to visit at doctor place today.

Kindly consider our request.

Kind Regards
Renu Dua

----- Original message -----

From: Akhya Mishra <akhya@aidash.com>

Date: 20/10/2021 20:46 (GMT+05:30)

To: TPO <tpo@ggnindia.dronacharya.info>

Cc: principal@ggnindia.dronacharya.info, Sanjay Kaushik <sanjay@aidash.com>, Rahul Saxena

<rahul@aidash.com>, Kanishk Varshney <kanishk@aidash.com>, Tanvee Verma <tanvee@aidash.com>

Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2022 Batch

Hi Renu,

PFA for the Tech Round 1 Schedules along with the mail.

Please note:

- a.) 13 candidates are scheduled for Tech Round 1 Interview on Thursday i.e. 21st October
- b.) 9 candidates are scheduled for Tech Round 1 interview on Friday i.e. 22nd October.
- c.) The Interviews will happen over Microsoft teams. The invite link is already shared with the candidates, panel members, and you.

Please follow the below steps to connect:

Steps 1 - Click on the link / Copy paste the link on the browser
(you can use it in Incognito as well)

Step 2 - You will be navigated to a page where you have three options

- (a) Download to mac /window
- (b) continue In-browser
- (c) open teams App

Step 3 - Choose option (b) continue In-browser

Step 4 - Join Meeting

Please feel free to ping/call for any query.



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Thanks & Regards

Akhya Mishra

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: 20 October 2021 17:35
To: Tanvee Verma <tanvee@aidash.com>; Akhya Mishra <akhya@aidash.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>; Sanjay Kaushik <sanjay@aidash.com>; Rahul Saxena <rahul@aidash.com>; Kanishk Varshney <kanishk@aidash.com>; tpo@ggnindia.dronacharya.info <tpo@ggnindia.dronacharya.info>
Subject: RE: Campus Invitation - Dronacharya College of Engineering, Gurugram_2022 Batch

EXTERNAL SENDER. DO NOT click links, or open attachments, if the sender is unknown, or the message seems suspicious in any way. DO NOT provide your user ID or Password.

Hi Ma'am,

Please find attached resumes.

Sorry for the inconvenience.

Kind Regards,
Renu Dua

From: Tanvee Verma [mailto:tanvee@aidash.com]
Sent: Wednesday, October 20, 2021 5:33 PM
To: TPO; Akhya Mishra
Cc: principal@ggnindia.dronacharya.info; Sanjay Kaushik; Rahul Saxena; Kanishk Varshney
Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2022 Batch

Hi Renu,

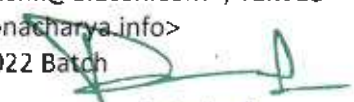
The file doesn't open. Can you please check the attachment once.

Thanks

Regards,
Tanvee

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: 20 October 2021 17:26
To: Akhya Mishra <akhya@aidash.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>; Sanjay Kaushik <sanjay@aidash.com>; Rahul Saxena <rahul@aidash.com>; Kanishk Varshney <kanishk@aidash.com>; Tanvee Verma <tanvee@aidash.com>; tpo@ggnindia.dronacharya.info <tpo@ggnindia.dronacharya.info>
Subject: RE: Campus Invitation - Dronacharya College of Engineering, Gurugram_2022 Batch

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Principal
Dronacharya College of Engg
Farrukh Nagar - 123506

Dear Akhya Ma'am,

Greetings!!

Thank you so much for sharing the list of shortlisted students.

Please find attached resume for your kind reference.

Kind Regards,
Renu Dua

From: Akhya Mishra [mailto:akhya@aidash.com]
Sent: Wednesday, October 20, 2021 2:40 PM
To: TPO
Cc: principal@ggnindia.dronacharya.info; Sanjay Kaushik; Rahul Saxena; Kanishk Varshney; Tanvee Verma
Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2022 Batch

Hi Renu,

PFA for the list of shortlisted candidates. Please help me with their **resumes soon**.

Thanks & Regards
Akhya Mishra

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: 19 October 2021 11:07
To: Tanvee Verma <tanvee@aidash.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>; Sanjay Kaushik <sanjay@aidash.com>; Rahul Saxena <rahul@aidash.com>; Kanishk Varshney <kanishk@aidash.com>; Akhya Mishra <akhya@aidash.com>; tpo@ggnindia.dronacharya.info <tpo@ggnindia.dronacharya.info>
Subject: RE: Campus Invitation - Dronacharya College of Engineering, Gurugram_2022 Batch

EXTERNAL SENDER. DO NOT click links, or open attachments, if the sender is unknown, or the message seems suspicious in any way. DO NOT provide your user ID or Password.

Dear Tanvee Ma'am,

Greetings!!

Noted with Thanks!!

Kind Regards,
Renu Dua

From: Tanvee Verma [mailto:tanvee@aidash.com]
Sent: Tuesday, October 19, 2021 11:03 AM
To: TPO


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Cc: principal@ggnindia.dronacharya.info; Sanjay Kaushik; Rahul Saxena; Kanishk Varshney; Akhya Mishra
Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2022 Batch

Hi Renu,

Please find the link below -

Link: <https://hr.gs/aidash-sdet-intern>

Passord: rgm67}F@

Please note:

Link is only accessible between 11:10 to 11:40 AM.

Use Only Chrome or Firefox, other browsers might crash in between.

Camera needs to be on, or else test won't go through.

Thanks

Regards,

Tanvee

On 13-Oct-2021 5:00 PM, Tanvee Verma <tanvee@aidash.com> wrote:

Please find updated zoom link invite:

Tanvee Verma is inviting you to a scheduled Zoom meeting.

Topic: Pre Placement Talk - Dronacharya

Time: Oct 13, 2021 05:00 PM India

Join Zoom Meeting

<https://us02web.zoom.us/j/89700103638?pwd=M2poNzI3U1NiRzQ5bTBqSIF1YXBmdz09>

Meeting ID: 897 0010 3638

Passcode: 272910

One tap mobile

+13126266799,,89700103638#,,,,*272910# US (Chicago)

+13462487799,,89700103638#,,,,*272910# US (Houston)

Dial by your location

+1 312 626 6799 US (Chicago)

+1 346 248 7799 US (Houston)

+1 408 638 0968 US (San Jose)

+1 646 876 9923 US (New York)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 301 715 8592 US (Washington DC)

Meeting ID: 897 0010 3638

Passcode: 272910

Find your local number: <https://us02web.zoom.us/j/keeZw9mZDb>



From: TPO <tpo@ggnindia.dronacharya.info>

Sent: 12 October 2021 12:48

To: Tanvee Verma <tanvee@aidash.com>

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>; Sanjay Kaushik <sanjay@aidash.com>; Rahul Saxena <rahul@aidash.com>; tpo@ggnindia.dronacharya.info <tpo@ggnindia.dronacharya.info>

Subject: RE: Campus Invitation - Dronacharya College of Engineering, Gurugram_2022 Batch

EXTERNAL SENDER. DO NOT click links, or open attachments, if the sender is unknown, or the message seems suspicious in any way. DO NOT provide your user ID or Password.

Dear Tanvee Ma'am,

Greetings!!

Thank you so much for sharing the meeting invite.

Looking forward to meeting you virtually tomorrow at 5 PM.

Thanks & Regards

Renu Dua

Training & Placement Officer

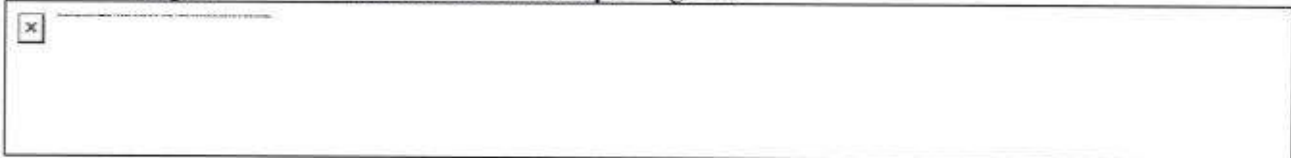
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Tanvee Verma [mailto:tanvee@aidash.com]

Sent: Tuesday, October 12, 2021 12:28 PM

To: TPO

Cc: principal@ggnindia.dronacharya.info; Sanjay Kaushik; Rahul Saxena

Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2022 Batch

Hello Ms. Renu,

Please find below meeting invite for tomorrow's Pre-Placement Talk starting from 5 PM.

Tanvee Verma is inviting you to a scheduled Zoom meeting.

Topic: Pre Placement Talk - Dronacharya

Time: Oct 12, 2021 01:00 PM India

Join Zoom Meeting

<https://us02web.zoom.us/j/89700103638?pwd=M2poNzI3U1NiRzQ5bTBqSjF1YXBmdz09>

Meeting ID: 897 0010 3638

Passcode: 272910

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

One tap mobile

+13126266799,,89700103638#,,,,*272910# US (Chicago)

+13462487799,,89700103638#,,,,*272910# US (Houston)

Dial by your location

+1 312 626 6799 US (Chicago)

+1 346 248 7799 US (Houston)

+1 408 638 0968 US (San Jose)

+1 646 876 9923 US (New York)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 301 715 8592 US (Washington DC)

Meeting ID: 897 0010 3638

Passcode: 272910

Find your local number: <https://us02web.zoom.us/j/89700103638>

Thanks

Regards,

Tanvee

From: TPO <tpo@ggnindia.dronacharya.info>

Sent: 11 October 2021 15:24

To: Tanvee Verma <tanvee@aidash.com>

Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>; Sanjay Kaushik <sanjay@aidash.com>; Rahul Saxena <rahul@aidash.com>; tpo@ggnindia.dronacharya.info <tpo@ggnindia.dronacharya.info>

Subject: RE: Campus Invitation - Dronacharya College of Engineering, Gurugram_2022 Batch

EXTERNAL SENDER. DO NOT click links, or open attachments, if the sender is unknown, or the message seems suspicious in any way. DO NOT provide your user ID or Password.

Dear Tanvee Ma'am,

Greetings!!

As discussed, it is requested to please finalize the date & time for Pre Placement talk ,13th October, 4:00 PM .

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

From: Tanvee Verma [mailto:tanvee@aidash.com]
Sent: Tuesday, September 21, 2021 4:22 PM
To: tpo@ggnindia.dronacharya.info
Cc: principal@ggnindia.dronacharya.info; Sanjay Kaushik; Rahul Saxena
Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2022 Batch

Hello Ms. Renu,

Thank you for the email.

As discussed over call, please find the Job Description attached with the email. Also, eligibility criteria and other details mentioned below .

We are looking for **6 Months Internship** starting **Mid October,2021**.
The **Stipend amount will be Rs.40,000 Per month** during the internship.

For Full time placement, **based on the performance after completion of Internship**, the final offer will be rolled out to the selected candidates.

The final offer (CTC) will be of Rs.10,00,000 (Rs. 9 Lakh fixed +1 Lakh Variable)

Required Branches: CSE/CSIT/IT
CGPA Cutoff: 7.0
Degree: B.Tech
Job Location: Bangalore/Gurgaon


Please feel free to reach out to me for any queries you may have on the same.

Thankyou

Regards,
Tanvee Verma
Lead HR
AiDash

From: tpo@ggnindia.dronacharya.info <tpo@ggnindia.dronacharya.info>
Sent: 18 September 2021 12:58
To: Tanvee Verma <tanvee@aidash.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>; Sanjay Kaushik <sanjay@aidash.com>; Rahul Saxena <rahul@aidash.com>
Subject: RE: Campus Invitation - Dronacharya College of Engineering, Gurugram_2022 Batch

EXTERNAL SENDER. DO NOT click links, or open attachments, if the sender is unknown, or the message seems suspicious in any way. DO NOT provide your user ID or Password.


Principal
Dronacharya College of Engineering
Farrukh Nagar - 123506

From: Tanvee Verma [mailto:tanvee@aidash.com]
Sent: Tuesday, September 21, 2021 4:22 PM
To: tpo@ggnindia.dronacharya.info
Cc: principal@ggnindia.dronacharya.info; Sanjay Kaushik; Rahul Saxena
Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2022 Batch

Hello Ms. Renu,

Thank you for the email.

As discussed over call, please find the Job Description attached with the email. Also, eligibility criteria and other details mentioned below .

We are looking for **6 Months Internship** starting **Mid October,2021**.
The **Stipend amount will be Rs.40,000 Per month** during the internship.

For Full time placement, **based on the performance after completion of Internship**, the final offer will be rolled out to the selected candidates.

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CGPA Cutoff: 7.0
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To: Tanvee Verma <tanvee@aidash.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>; Sanjay Kaushik <sanjay@aidash.com>; Rahul Saxena <rahul@aidash.com>
Subject: RE: Campus Invitation - Dronacharya College of Engineering, Gurugram_2022 Batch

Principal

Dronacharya College of Engineering
Farrukh Nagar - 123506

EXTERNAL SENDER. DO NOT click links, or open attachments, if the sender is unknown, or the message seems suspicious in any way. DO NOT provide your user ID or Password.

Dear Tanvee Ma'am,

Greetings!!

As discussed, it is requested to please share job description, eligibility criteria and salary details for further proceedings.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: tpo@ggnindia.dronacharya.info [mailto:tpo@ggnindia.dronacharya.info]

Sent: Wednesday, September 15, 2021 1:53 PM

To: 'sanjay@aidash.com'

Cc: 'principal@ggnindia.dronacharya.info'; 'tanvee@aidash.com'; 'rahul@aidash.com'

Subject: Campus Invitation - Dronacharya College of Engineering, Gurugram_2022 Batch

Dear Sanjay Sir,

Greetings!!

As discussed, this is in regards to hiring of students from Dronacharya.

It is indeed with great pleasure **Dronacharya College of Engineering, Gurugram** cordially invite your esteemed organization to participate in our Campus Recruitment Drive for 2022 Batch.

"Shiksha evam Sahayata" i.e. Education and Help are the two words etched on our banner soaring higher year after year. Our goal is to continuously improve the healthy learning environment and facilities being provided to the students to achieve academic excellence for employability as world class Technocrats and Managers.

Dronacharya College of Engineering, Gurugram is one of the leading technical institutes in the State of Haryana. Our College offers **08 disciplines in Bachelor Program (B.Tech)** (Computer Science & Engineering, Electronics & Communication Engineering, Information Technology, Computer Science & Information Technology, Mechanical Engineering, Civil Engineering, Electronics and Computer Engineering and Electrical & Electronics Engineering) and **04 disciplines in Master Program (M.Tech)** (Computer Science & Engineering, Electronics & Communication Engineering, Information Technology and Mechanical Engineering)

Our College has the proud privilege of following accreditations, affiliations and certifications:

- (a)Accreditations by National Board of Accreditation (NBA)
- (b) Accredited by National Assessment and Accreditation Council (NAAC)
- (c) Approved by All India Council of Technical Education.
- (d) Permanently Affiliated to Maharshi Dayanand University, Rohtak.
- (e) An ISO 9001:2008 Certified Institution.
- (f) An ISO 14001:2004 Environmental Management System certified Institution.

Principal
Dronacharya College of Engg.
Sarrukh Nagar - 123506

DCE has more than 15 active student's chapter for imparting and enhancing practical knowledge of students towards engineering. We have Memorandum of Understanding with different renowned industries and institutes throughout the world. We also give exposure of our students to QEEE & NPTEL courses for better understanding of their domain. We also have an Industry-Academia association cell determined to bridge the gap between Industry & academia, to foster effective interaction between them, to impart significant learning and to promote industrial consultancy & entrepreneurship.

The alumni of our college have placed at very good positions in industry. Many reputed companies visit our college for campus recruitment annually. Our students have been placed in reputed companies like *Capgemini, Wipro, TCS, BYJU's (Think and Learn Pvt. Ltd.), Microsoft, AZCOM, Nagarro, Unthinkable Solutions (Daffodil), Zscaler, Samsung, OYO, Kellton Tech, Cargo Flash, OPPO Mobiles India Private Limited, HCL, MU-Sigma, Huawei Telecommunication, Infosys, IBM, Accenture, Sasken Communication, Tech Mahindra, L & T Infotech, Silver Arrow (Mercedes Benz), Frontier Management System, Kaiser Appliances, SOGFI MNR Engine Systems India, Sutherland, 3Dexter, Minda Corporation Ltd., Sandhar Technologies, Telmar, Capital IQ, Monnet Group, Cognizant, Syntel, Maruti Suzuki India Ltd., Minda Nabtesco Automotive Pvt. Ltd., Minda Silca Engineering Pvt. Ltd., Nippon Seiki Instruments India (P) Ltd., Mahindra Trucks & Buses Ltd., Nicco Engineering Services Limited, Roop Automotives Ltd., Vertex Group, Tractel Tirfor India, Cube Construction Engineering Limited (CCEL), Phisem Consultancy Services Private Limited, Somic ZF Components Private Limited, Smart Parts Online Private Limited (Boodmo), Gandhi Spring Pvt. Ltd., IRC Engineering Services India Private Limited, Padmini VNA Mechatronics Pvt. Ltd., Jinkoh Polymers LLP, JPM Automobiles Ltd.,* Most prestigious government organizations as the *Indian Army, Indian Air Force, Indian Navy* have made us proud by employing our product of proven merit.

We shall be proud to host you, and can provide with excellent infrastructural facilities to conduct joint campus placements as well. With due reverence, we hereby cordially invite you to hold a Campus Placement on the date and time mutually acceptable. In case there are any formalities to be complied with, it will be our pleasure to do the same.

Please acknowledge this mail on receipt and connect to the undersigned to take this proposal further. We are looking forward to a mutually beneficial and long lasting relationship with your esteemed organization.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



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...

Email truncated


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: himanshu.singh@cocubes.com
Sent: Tuesday, August 17, 2021 2:11 PM
To: Ms.Renu
Subject: Congratulations || Ajath Infotech || 2022 Batch || Offered Candidate

Follow Up Flag: Follow up
Flag Status: Completed



Dear Ms.Renu,

Greetings from AON's Assessment Solutions.

Congratulations!! We are delighted to inform you that below candidate(s) have been offered for the **Developer/Artificial Intelligence Developer/Augmented/Virtual Reality Developer/Block Chain Developer/iOS Developer/UI Developer/Business Analyst/Project C** designation in **Ajath Infotech**.

Candidate Id	Name	Branch
65506	<u>Annukirti</u>	Computer Science Engineering
65512	<u>Basant Jha</u>	Computer Science Engineering
65533	<u>Kajal Kumari</u>	Computer Science Engineering
65552	<u>Poorti Sharma</u>	Computer Science Engineering
65554	<u>Priyanshu Rajput</u>	Computer Science Engineering
65556	<u>Radhika</u>	Computer Science Engineering
65557	<u>Radhika</u>	Computer Science Engineering
65579	<u>Shikha Chauhan</u>	Computer Science Engineering
65582	<u>Shreva</u>	Computer Science Engineering
65634	<u>Sahil Sharma</u>	Computer Science And Information Technology
65641	<u>Yagyesh Mishra</u>	Computer Science And Information Technology



Fee: INR 300000 per annum

Thank you for your support during the entire process, Looking forward in adding value to your esteemed institute.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

sards,
m AON's Assessment Solutions.

support@cocubes.com

Stay Connected  

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**Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506**

Admission Dronacharya Group of Institutions

From: Mohit Mann <mohit@akalinfosys.com>
Sent: Tuesday, February 1, 2022 12:44 PM
To: TPO
Cc: principal@ggnindia.dronacharya.info
Subject: Re: Hiring-2022 Batch_Dronacharya College of Engineering
Attachments: image001.jpg

Dear Ms Renu,

I am pleased to share that the below students are selected to join us as " Software Apprentice" after completion of their 7th Semester.

Roll No	Candidate Name	Candidate Personal Email-Id	Candidate Official E-mail ID	Contact Number
21025	Basant Jha	basantprashant@gmail.com	basant.21025@ggnindia.dronacharya.info	8789271003
21059	Karan Sharma	karanjangra0705@gmail.com	karan.21059@ggnindia.dronacharya.info	9716975752
21372	Deepak Jhankra	deepakjhankra31@gmail.com	Deepak.21372@ggnindia.dronacharya.info	9910594211

We have shared the "offer Letter" with the selected students.

This is for your kind information.

Regards,

Mohit Mann/Sr. Manager

Hand Phone: +91-9899266847
AKAL Information Systems Ltd.
Office: +91 11 46503545
Web Lin<http://www.akalinfosys.com>

On Mon, Dec 27, 2021 at 1:39 PM TPO <tpo@ggnindia.dronacharya.info> wrote:

Dear Mohit Sir,

Greetings!!

Thank you so much for sharing the opportunity.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

As discussed, please find attached database of interested students along with resume for your kind reference.

Looking forward to schedule.

Thanks & Regards

Renu Dua

**Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506**

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



A handwritten signature in green ink, appearing to be 'Renu Dua', written over a horizontal line.

**Regional
Dronacharya College of Engg.
Farrukh Nagar - 123506**

Admission Dronacharya Group of Institutions

From: Bandani Rani <b.rani@alsoenergy.com>
Sent: Monday, January 24, 2022 5:23 PM
To: tpapnai104@gmail.com; tushar.21130@ggnindia.dronacharya.info
Cc: Shruti Saksena; tpo@ggnindia.dronacharya.info
Subject: Offer Cum Appointment Letter || Also Energy || Tushar Papnai
Attachments: image001.png; Offer letter- Tushar.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Dear Tushar,

Congratulations on your offer from Also Energy India Pvt. Ltd. We are delighted to offer you the position of "Graduate Engineer Trainee" with an anticipated start date of Feb. 01, 2022 (Tuesday) or before.

As discussed, during the interview please find attached your detailed offer letter. If you choose to accept this offer, please sign, scan, and email the letter to me at my email address by 25th Jan 2022

In the meantime, please don't hesitate to reach out to me, either through email or by calling me, if you should have any questions or concerns.

We are looking forward to hearing from you and hope you'll join our team!

Regards,
Bandani Rani | HR
Also Energy India Pvt Ltd,
First Floor, Tower B, Vatika First India Place, MG Road, Gurgaon, 122002
Direct: +91-843-982-9259

AlsoEnergy

Home of Locus Energy, skytron energy and DECK Monitoring


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122500

Dear Sonam Khatri,

We are excited that you have accepted the IND Intern role with Aon. As per our agreement your date of joining Aon will be 4/28/2022 (MM/DD/YYYY).

Please find below the link to view the **Appointment Letter and Background Verification Guidelines Document**.

- Appointment Letter confirms the terms and conditions of your employment as discussed with your recruiter
- Compensation & Benefits Statement will provide you an outline of your total compensation, the value associated with each component and the benefits offered to our colleagues.

Link to view and electronically sign the appointment Letter: <https://india-careers-aon.icims.com/r.jsp?oa=53195>

Login Name to view and electronically sign the offer letter is sonamkhatr4415441

(If you do not know your password, you can reset it [here](#)). If the link to reset password doesn't work – please enter Login Name and click on Forgot Password > Enter your email id on the window opened and refer your mailbox to reset password.

To sign it electronically click on the '**START**' option > Read the entire Appointment letter carefully and click the '**FINISH**' option once done.

Candidate Declaration Form.

Please note that it is mandatory for you to electronically sign the Candidate Declaration Form after digitally accepting the offer letter through docu-sign.

Kindly refer to the below link to sign the same:


Click to Complete

(Use the same login name and password as mentioned above to sign the form)

NOTE:

Your offer process would be completed after you complete the below steps:

- Sharing your acceptance on email copying your Recruiter.
- Electronically sign the Appointment Letter.
- Electronically sign the Candidate Declaration Form


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

ACCIOJOB PRIVATE LIMITED

(4732) P/3/28, Deen Dayal Puram Bareilly, UP 243001 IN

4th August, 2021

EMPLOYMENT AGREEMENT

Sara Dhingra

Address:

Email: _____

Dear Sara Dhingra,

We are pleased to offer you the position of Program Manager with Acciojob Private Limited, a private limited company incorporated under the Companies Act, 2013 (the "Company") having its registered office at: (4732) P/3/28, Deen Dayal Puram Bareilly, UP 243001 IN, on the terms described below.

This offer of employment is for a full-time position based in the Company's office in Gurugram, Haryana, India

Please note that the terms of employment detailed in this document and attachments hereto (collectively referred to as the "Agreement") are strictly confidential. These contents should not be disclosed to third parties without the prior written approval of the Company.

1. Compensation

The annual fixed component of your cost to the Company ("CTC") will be **Rs. 4,80,000/- [Rupees Four Lac Eighty Thousand Only]**. The salary break-up is attached herewith as **Attachment A**. Your compensation will be reviewed on an annual basis and increments will be determined based on performance, and provided at the sole discretion of the Company.

2. Duties


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123606

A schedule of your broad duties and responsibilities will be given to you in due course, which may be subject to revision from time to time. The Company shall assign to you such other duties and responsibilities as may be considered advisable in the Company's interests and at the sole discretion of the Company.

3. Terms and Conditions of Employment

Your employment with the Company shall be governed by the specific terms and conditions provided on the attached herewith as **Attachment B** and the scope of work provided on the attached **Attachment C**.

4. Commencement of Employment

You are requested to commence employment on 01st October, 2021. This offer is valid for a period of 1 week from the date of this offer, and you shall be required to convey your acceptance of this offer within such time, failing which it shall be deemed to have been rejected by you. The time period specified above is final unless extended by the Company and communicated to you in writing.

5. Employment Invention Assignment Agreement

Like all Company employees, you are required, as a condition of your employment with the Company, to sign the Company's Employment Invention Assignment Agreement (the "Assignment Agreement") in substantially the form attached hereto as **Attachment D**.

6. Employee Stock Option

For the purpose of encouraging and rewarding the Employee's contributions to the performance of the Company and aligning Employee's interests with the interests of the Company's stockholders, the Company hereby agrees to grant Employee Stock Option worth Rs. 2,00,000/- (Rupees Two Lakh only) as per the provisions of Employees Stock Option Plan of the Company.

7. Entire Agreement

This Agreement supersedes any prior agreements, representations or promises of any kind, whether written, oral, express or implied between you and the Company with respect to the subject matters herein. This Agreement may not be modified or amended except by a written agreement between you and the Company.

8. Severability

Each provision of this Agreement including the attachments attached to it shall, to the extent possible, be interpreted in such manner as to be effective and valid under applicable law, but, if


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Farrukh Nagar - 123506

any provision of this agreement shall be invalid or prohibited under such applicable law, such invalidity shall not affect the validity of the other provisions of this agreement. The said other provisions shall continue in full force and effect unless such unenforceable provision shall materially affect the essence of the agreement and the party benefiting from the said unenforceable provision does not waive its rights to benefit therefrom.

9. Waiver

The failure of either the employer or the employee to insist upon strict adherence to any term of this agreement on any occasion shall not be considered a waiver thereof or deprive the employer or the employee of the right thereof to insist upon strict adherence to that term or any other term of this Agreement.

[Signature page follows]



Principal
Draacharya College of Engg.
Farukh Nagar - 123506

If you wish to accept this offer, please sign and date both the enclosed duplicate original of this letter and the enclosed Employment Invention Assignment Agreement and return them to me. This offer, if not accepted, will expire at the close of business on 10th August, 2021.

We look forward to having you join us no later than 01st October, 2021.

Very truly yours,

ACCIOJOB PRIVATE LIMITED

Yashwardhan Burad

By: _____
(Signature)

Name: Yashwardhan Burad
Title: Co-Founder

ACCEPTED AND AGREED:

NAME: SARA DHINGRA

(Signature)

Date: _____

Permanent Account Number (PAN): _____

Anticipated Start Date: 1st October, 2021

[ACCIOJOB PRIVATE LIMITED] – SIGNATURE PAGE TO OFFER LETTER (SARA DHINGRA)


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

ATTACHMENT A
SALARY BREAK UP

Particulars	Monthly	Annual
Basic Salary	20000	240000
HRA	10000	120000
Standard Deduction Allowance	0	0
Leave Travel Allowance	0	0
Special Allowance	10000	120000
Gross Salary	40000	480000
Cost to Company (CTC)	40000	480000



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Dronacharya College of Engg.
RAJOKHAI Nagar - 123506

ATTACHMENT B

TERMS AND CONDITIONS OF EMPLOYMENT

1. Probation Period

You will be required to serve a probation period of [3 months], after the completion of which, your performance will be formally reviewed. The Company will provide you with a written confirmation of the commencement and termination date of your probation period. Your probation period shall not commence unless you have received a written confirmation from the Company. The Company may in its sole discretion, extend the probation period. Such extension can be granted twice, for a period of three (3) months each. In the event that you fail to perform to the Company's satisfaction during the probation period and the extension thereof, if applicable, your employment shall be terminated for unsatisfactory performance.

2. Reporting Person

During the period of employment, you shall report to the CEO of the Company or as informed to you from time to time.

3. Work Days

Your normal working days shall be from Monday to Friday of every week.

4. Outside Activities

This position is for a full-time employment with the Company and you shall exclusively devote yourself to the business of the Company. You shall not take on any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholders or debenture holders) in any other trade or business, during your term of employment with the Company, without prior written permission of the Company.

5. Termination

(a) During the term of your employment, should you desire to leave the services of the Company, you are required to provide the Company a 60 days' notice or salary in lieu thereof.

(b) The Company shall be entitled to terminate your employment with or without cause at any time by giving you 15 days' notice or salary in lieu thereof.

(c) If you are absent from work for a period of five (5) consecutive working days, without providing any notice or affording any reasons, or without taking Company's prior approval in this regard, the Company will be entitled to forthwith terminate your employment with the Company. In the event that the Company terminates you, you will be provided a written notice of termination. Further, in the event of such termination, you shall be liable to pay the Company an amount equivalent to your notice period as per your termination clause mentioned herewith in this letter. Notwithstanding the above, the Company shall not be restricted from claiming legal remedies available to it under the ordinary legal recourse. Company shall be


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Dronacharya College of Engg.
Faridkot Nagar - 122668

entitled to recover any additional damages from you in a manner that the Company may determine suitable in this regard.

(d) Notwithstanding anything mentioned in this Agreement, the Company may terminate your employment, with immediate effect by a notice in writing (without salary), in the event of your misconduct, including but not limited to, fraudulent, dishonest or undisciplined conduct, breach of integrity, embezzlement, misappropriation or misuse by you of the Company's property, insubordination or failure to comply with the directions given to you by persons so authorized, your insolvency or conviction for any offence involving moral turpitude, breach by you of any terms of this Agreement or the Company's policies or other documents or directions of the Company, or upon your conducting yourself in a manner which is regarded by the Company as prejudicial to its interests or to the interests of its clients and/or customers, or any similar reason.

(e) Notwithstanding anything aforesaid, termination by you shall be subject to the satisfactory completion of all all your existing duties, obligations and projects.

(f) On acceptance of the resignation notice, you will be required to immediately give up to the Company all correspondences, specifications, formulae, books, documents, market data, literature, drawings, effects or records, etc. belonging to the Company or relating to its business and you shall not make or retain any copies of these items. In the event that the Company directs you to destroy any such information, documents or materials, you shall forthwith do so and provide a written certification to that effect to the Company.

(g) Any notice, demand or request required or permitted to be given under this Agreement shall be in writing and shall be deemed sufficient when delivered personally or by overnight courier or electronic mail, or 48 hours after being deposited in the Indian mail or registered mail with postage prepaid, addressed to the party to be notified at such party's address as set forth below, as subsequently modified by written notice.:

TO COMPANY:

Acciojob Private Limited

Address: (4732) P/3/28, Deen Dayal Puram
Bareilly, UP 243001 IN
Email: yash@acciojob.com
Attn: Yashwardhan Burad

To Employee:

Sara Dhingra

Address:

Email: _____


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123600

7. Holidays/Leave

General holidays will be declared at the beginning of the calendar year and are a benefit for all full-time employees. You may be called upon to attend duties as and when required during holidays, as may be scheduled in accordance with the needs of the Company. Additionally, you will be entitled to receive earned/privilege leave which shall be calculated at the rate of one earned leave for every twenty five 25 days of work performed. The total number of earned/privilege that can be accumulated and carried over to the succeeding year shall not be more than 15 days.

You will be entitled for leave at such time and of such duration as the Company may grant depending upon the exigencies, in accordance with the Company's rules and regulations in force, introduced hereafter or modified from time to time. It shall be your sole responsibility to keep yourself updated of any changes in company policy as amended from time to time. For casual leave, you will be expected to give prior notice to the reporting authority; however, in case of an emergency or exigent situation, you shall be required to take such approval within one (1) day of resuming your services. Casual leave without requisite approval from the Company shall be considered leave without pay. In the event any additional leave is required, the additional leave shall be without pay. You shall be required to submit a medical and fitness certificate from a registered medical practitioner in case of three or more consecutive days of medical leave.

8. Benefits

You shall be entitled for all statutory benefits as mandated by the existing provisions under the applicable laws or which may be enforced in the future including, but not limited to, provident fund, gratuity, insurance, as may be applicable to you as per Company's policies and procedures, as amended from time to time.

The Company may in its discretion, from time to time, revise the benefits it provides to its employees. As and when such benefits are introduced or modified, you shall be entitled to avail such benefits.

9. Disclosure of Information

During the term of your employment with the Company, you are required to disclose all material and relevant information, which may either affect your employment with the Company currently or in the future or may be in conflict with the terms of your employment with the Company, either directly or indirectly. If at any time during your employment, the Company becomes aware that you have suppressed any material or relevant information required to be disclosed by you or have provided the Company with misleading or inaccurate information, the Company reserves the right at its sole discretion, to forthwith terminate your employment without any notice and without any obligation or liability to pay any remuneration or other dues to you irrespective of the period that you may have been employed by the Company.

Any change in your personal information including residential address, marital status and


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Dronacharya College of Engg.
Farrukh Nagar - 123608

educational qualification should be notified to the Company in writing within three (3) days from the start of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered according to the Company's notice provision policy.

10. Use of Company Property

You must comply with the Company's policy on use of email, internet and computers. Unauthorized use or tampering with computers will be regarded as serious misconduct and may lead to your summary dismissal. In particular, you agree to only use passwords which have been authorized and must not in any circumstances load a program or data into one of the Company's computers unless the program and data, originates from the Company, has been provided for your use and has been tested for viruses in advance. The Company shall provide telephones (including mobile and voicemail), email and internet access for business purposes only. For the purpose of business (including and not limited to quality control, monitoring of policy compliance and unauthorized use and checking messages during periods of absence), communications made by or to you may be monitored or recorded. This applies in particular to telephone (including mobile and voicemail), email and internet use. In the event, the Company provides you with laptops/mobile phones/data cards or other mobile devices, you will provide the Company with a written undertaking acknowledging receipt of the same and agreeing to adhere to the policies governing usage of such devices.

11. Previous Employment

You hereby represent that your performance of the terms of this Agreement and as an employee of the Company does not and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired by you in confidence or in trust prior to your employment by the Company, and you will not disclose to the Company, or induce the Company to use, any confidential or proprietary information or material belonging to any previous employers or others, unless expressly permitted by such previous employer. You hereby represent and warrant that you have returned all property and confidential information belonging to all prior employers, if any. You have not entered into, and agree that you will not enter into, any agreement either written or oral in conflict herewith or in conflict with your employment with the Company (including but not limited to a non-competition agreement with any third party relating to the current, proposed or future business of the Company). You further agree to conform to the rules and regulations of the Company.

12. Confidentiality

You acknowledge that in the course of your employment with the Company, you will obtain knowledge of the Company's business plans, processes, software, know-how, trade secrets, methods, inventions, improvements, disclosures, names and positions of employees and/or other proprietary and/or confidential information (collectively the "Confidential Information").

At all times, both during or after the period of your employment under this Agreement, you shall not (except with written authorization from the Company and except to the extent so authorized in the proper course of your duties) divulge to any person or otherwise make use of your employment under this Agreement to divulge to any person or otherwise make use of any trade



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secret or secret manufacturing process or any confidential information concerning the business or finances of the Company or any of the Company's dealings, transactions or affairs or any of the Company's suppliers, agents, distributors or customers, until such information becomes generally and rightfully known outside the Company.

All notes, copies, memoranda and other tangible forms of any trade secrets or confidential information concerning the business of the Company or any of the Company's suppliers agents, distributors, clients or customers, including but not limited to financial information, documents, employee lists, customer lists, phone books, which shall be acquired, received or made by the Company during the course of your employment shall be the property of the Company and shall be surrendered by you to someone duly authorised in that behalf at the termination of your employment or at the request of the Company at any time during the course of his employment.

Any breach of confidentiality will lead to immediate termination without the requirement of any notice to be provided to you.

13. No Rights Granted

Nothing in this Agreement shall be construed as granting any rights under any patent, copyright or other intellectual property rights of the Company, nor shall this Agreement grant you any rights in or to the Company's Confidential Information, except the limited right to use the Confidential Information in connection with the Services.

14. Adherence to Company Policy

You agree to conform to and comply with the Company's policies and such directions and orders as may from time to time be given by the Company.

15. Non-Compete and Non-Solicitation

During the Non-Compete Period (as defined below), you hereby covenant and agree not to engage in or receive any financial benefit from (directly or indirectly) any business of the Significant Competitor, which competes with the whole or any part of any business being carried on or proposed to be carried on by the Company, whether as an individual, employer, proprietor, partner, shareholder, investor, director, committee member, officer, employee, consultant, agent, collaborator, advisor, principal contractor or sub-contractor, trustee, or otherwise.

Significant Competitor shall mean any artificial or natural person, who on the date of execution of this Agreement or any time thereafter, directly or indirectly, receives at least 50% of its total revenue from the Business or any activity similar to the Business and shall include such person's relatives.

"Non-Compete Period" shall mean the period commencing with the date of this Agreement and ending one (1) year from the date of your termination of employment with the Company. In the event that your employment with the Company is terminated without cause, the Non-Compete Period will end contemporaneously with the final payment of severance to you under this letter agreement.


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You agree that during the Non-Compete Period, you shall not in any manner either directly or indirectly solicit or entice the other employees, vendors or customers of the Company to join or enter into transactions, as the case may be with either you directly or indirectly or with other entities which are in direct or indirect competition with the Company.

You hereby agree that the covenants and restrictions in this Section 16 are reasonable in their terms and do not impose any undue hardship on your current or future employment prospects. You further agree that if the laws of the state applicable to the provisions set forth in this Section 16 should change, or if any court of competent jurisdiction should hold any term or provision of this Section 16 invalid or unenforceable, then that shall be substituted in the place of such changed, invalid, or unenforceable term or provision a new term or provision that most nearly fulfills or promotes the purpose and intention of this Section 16 and is consistent with such law or judicial jurisdiction.

16. Employee Stock Options

Subject to the approval of the Board of Directors of Acciojob Inc., a Delaware corporation (the "Parent Company"), you shall be granted an option to purchase 12,600 shares of the Parent Company's common stock. The option will be subject to the terms and conditions applicable to options granted under Parent Company's 2018 Stock Incentive Plan (the "Plan"), as described in that Plan and the applicable stock option agreement, which you will be required to sign. 100% of the shares are subject to vesting (the "Vesting Shares") and the vesting start date of these 12,600 shares will be 1st October, 2021 (the "Vesting Start Date"). 1/4th of the total number of Vesting Shares shall vest and become exercisable on the twelve-month anniversary of the Vesting Start Date and 1/48th of the Vesting Shares shall vest and become exercisable on the same day of each month thereafter during your continuous service, as described in the applicable stock option agreement. The exercise price per share will be equal to the fair market value per share on the date the option is granted, as determined by the Parent Company's Board of Directors in good faith compliance with applicable guidance in order to avoid having the option to be treated as deferred compensation under Section 409A of the Internal Revenue Service Code of 1986, as amended. There is no guarantee that the Internal Revenue Service will agree with this value. You should consult with your own tax advisor concerning the tax risks associated with accepting an option to purchase the Parent Company's common stock.

17. Employment Invention Assignment Agreement

You acknowledge and agree that any work that you may be conducting either on the premises of the Company or otherwise with regard to patents, improvements, discoveries or any other form of intellectual property, whether protected under law or not, is being done on behalf of the Company. In this regard, you agree to execute an Employment Invention Assignment Agreement and any and all intellectual property rights in any such work shall belong exclusively to the Company.

18. Customer Data and IT Security

Only specific employees are given access to our Software that holds customer's data. Authorization for this will be tracked and monitored.


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You are expected to follow IT security policies (as per the applicable law) to ensure that the systems you use to access such data is secured.

19. Arbitration

You agree that the interpretation and enforcement of this Agreement shall be governed by the laws of India and all disputes under this Agreement shall be governed by the provisions of the Arbitration and Conciliation Act, 1996. The venue for arbitration will be [Bareilly], India. The arbitration shall be conducted by a sole arbitrator appointed by the Company, and the award of the arbitrator shall be final and binding upon you.

This is to certify that I have read this Agreement and I fully understand all the terms and conditions of this Agreement. I hereby accept and agree to abide by the Agreement.

(Signature)

Sara Dhingra

ATTACHMENT C


EMPLOYMENT INVENTION ASSIGNMENT AGREEMENT

In consideration of, and as a condition of my employment with Acciojob Private Limited, a company duly incorporated under the Companies Act, 2013 (the "Company") I, Sara Dhingra do hereby represent and agree as follows:

1. **Purpose of Agreement.** I understand that the Company is engaged in a continuous program of research, development, production and marketing in connection with its business and that it is critical for the Company to preserve and protect its Proprietary Information (as defined below), its rights in Inventions (as defined below) and Intellectual Property (as defined below) and in all related intellectual property rights. Accordingly, I am entering into this Agreement as a condition of my employment with the Company, whether or not I am expected to create Inventions and Intellectual Property of value for the Company.

2. **Proprietary Information.** I understand that my employment by the Company creates a relationship of confidence and trust with respect to any information of a confidential or secret nature that will be disclosed to me by the Company that relates to the business of the Company or to the business of any parent, subsidiary, affiliate, customer or supplier of the Company or any other party with whom the Company agrees to hold information of such party in confidence ("Proprietary Information"). Such Proprietary Information includes but is not limited to Inventions, Intellectual Property, marketing plans, product plans, business strategies, financial information, forecasts, personnel information, customer lists, financial information, business plans and projections and any other information and materials concerning the Company's business, operations or plans.

3. **Disclosure of Inventions and Intellectual Property.** I will promptly disclose in


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confidence to the Company all inventions, improvements, designs, original works of authorship, formulas, processes, compositions of matter, computer software programs, databases, mask works and trade secrets ("Inventions") and Intellectual Property that I make or conceive or first reduce to practice or create, either alone or jointly with others, during the period of my employment, whether or not in the course of my employment, and whether or not such Inventions are patentable, copyrightable or protectable as trade secrets. Intellectual Property includes but is not limited to ideas, concepts, creations, discoveries, inventions, improvements, know how, trade secrets; trademarks, service marks, designs, utility models, tools, devices, models, methods, procedures, processes, systems, principles, algorithms, works of authorship, flowcharts, drawings, books, papers, models, sketches, formulas, teaching techniques, electronic codes, proprietary techniques, research projects, and other confidential and proprietary information, computer programming code, databases, software programs including their Source Code; data, documents, instruction manuals, records, memoranda, notes, user guides; in either printed or machine-readable form, the whether or not copyrightable or patentable, or any written or verbal instructions or comments.

4. **Work for Hire: Assignment of Inventions and Intellectual Property.**

(a) **Owned by Company.** I acknowledge and agree that any copyrightable works prepared by me within the scope of my employment are "works for hire" under the Copyright Act in India and under international copyright laws and that the Company will be considered the sole owner of such copyrightable works, and I shall not have any right, title or interest in the same. I agree that all Inventions and Intellectual property and other rights related thereto (including intellectual property rights) that (i) are developed using equipment, supplies, facilities or trade secrets of the Company, (ii) result from work performed by me for the Company, or (iii) relate to the Company's business or current or anticipated research and development, will be the sole and exclusive property of the Company and are hereby irrevocably assigned by me to the Company immediately upon their formation in perpetuity.

I hereby assign to the Company the entire copyright and all performance rights and all other rights in and to the works performed by me during the term of my employment with the Company for the full period of copyright including all renewals, revivals, reversions and extensions existing under the laws in force in any part of the world to hold the same to the Company, its successors, assignees and licensees absolutely for the full period that such rights are capable of subsisting throughout the world.

(b) **Owned by Employee.** I have attached as **ATTACHMENT 1** to this Employment Invention Assignment Agreement (the "**Assignment Agreement**"), a complete list of all Inventions and Intellectual Property to which I claim ownership which have been developed by me (whether individually or in collaboration with other parties) prior to commencement of my employment with the Company, and that I desire to remove from the operation of this Agreement, and I acknowledge and agree that such list is complete. If no such list is attached to this Agreement, I represent that I have no such Inventions and Intellectual Property at the time of signing this Agreement.

5. **Assignment of Other Rights.** In addition to the foregoing assignment of Inventions and Intellectual Property to the Company, I hereby irrevocably transfer and assign to the Company,


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all Intellectual Property Rights. Intellectual Property Rights include (i) all rights, title, and interest under any statute or under common law including patent rights; copyrights including moral rights; and any similar rights in respect of Intellectual Property, anywhere in the world, whether registrable or not; (ii) any licenses, permissions and grants in connection therewith; (iii) applications for any of the foregoing and the right to apply for them in any part of the world; (iv) right to obtain and hold appropriate registrations in Intellectual Property, (v) all extensions and renewals thereof (vi) Causes of action in the past, present or future, related thereto including the rights to damages and profits, due or accrued, arising out of past, present or future infringements or violations thereof and the right to sue for and recover the same.

The Intellectual Property associated with any Inventions shall not be deemed to have lapsed if the Company does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the Indian Copyright Act, 1957 and any other similar law of any jurisdiction. If any Intellectual Property rights, including moral rights, in the Inventions and / or Intellectual Property, cannot (as a matter of law) be assigned by me to Company as provided herein, then (a) I unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against Company with respect to such rights, and (b) to the extent that I cannot, as a matter of law, make such waiver, I unconditionally grant to Company an exclusive, perpetual, irrevocable, worldwide, fully-paid license, with the right to sublicense through multiple levels of sublicenses, under any and all such rights (i) to reproduce, create derivative works of, distribute, publicly perform, publicly display, digitally transmit, and otherwise use the Inventions and Intellectual Property in any medium or format, whether now known or hereafter discovered, (ii) to use, make, have made, sell, offer to sell, import, and otherwise exploit any product or service based on, embodying, incorporating, or derived from the Inventions and Intellectual Property, and (iii) to exercise any and all other present or future rights in the Inventions and Intellectual Property.

6. **Assistance.** I agree to assist the Company in every proper way to obtain for the Company and enforce patents, copyrights, mask work rights, trade secret rights and other legal protections for the Company's Inventions and Intellectual Property in any and all countries. I will execute any documents that the Company may reasonably request for use in obtaining or enforcing such patents, copyrights, mask work rights, trade secrets and other legal protections. My obligations under this paragraph will continue beyond the termination of my employment with the Company, provided that the Company will compensate me at a reasonable rate after such termination for time or expenses actually spent by me at the Company's request on such assistance, provided however that for any such reimbursement, adequate documentary evidence of such expenses are to be provided. I appoint the appropriate authorized representatives of the Company as my attorney-in-fact to execute documents on my behalf for this purpose.

7. **No Breach of Prior Agreement.** I represent that my performance of all the terms of this Agreement and as an employee of the Company does not and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired by me in confidence or in trust prior to my employment by the Company, and I will not disclose to the Company, or induce the Company to use, any confidential or proprietary information or material belonging to any previous employers or others. I represent and warrant that I have returned all property and confidential information belonging to all prior employers. I have not entered into, and I agree I


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will not enter into, any agreement either written or oral in conflict herewith or in conflict with my employment with the Company (including but not limited to a non-competition agreement with any third party relating to the current, proposed or future business of the Company). I further agree to conform to the rules and regulations of the Company.

8. **Notification.** I hereby authorize the Company to notify my actual or future employers of the terms of this Agreement and my responsibilities hereunder.

9. **Publication of Material Concerning Company Business.** Prior to my submitting or disclosing for possible publication or dissemination outside the Company any material prepared by me that incorporates information that concerns the Company's business or future business, I agree to deliver a copy of such material to an officer of the Company for his or her review. Within 20 days of such submission, the Company agrees to notify me whether the Company believes such material contains any Proprietary Information, and I agree to make such deletions and revisions as are reasonably requested by the Company to protect its Proprietary Information. I further agree to obtain the written consent of the Company prior to any review of such material by persons outside the Company.

10. **Name & Likeness Rights Etc.** I hereby authorize the Company to use, reuse, and to grant others the right to use and reuse, my name, photograph, likeness (including caricature), voice, and biographical information, and any reproduction or simulation thereof, in any media now known or hereafter developed (including but not limited to film, video and digital or other electronic media), both during and after my employment, for whatever purposes the Company deems necessary.

11. **Maintenance of Records.** I hereby acknowledge and agree that my contribution to the business of the Company as well as any portion thereof shall be the sole property of the Company from date of creation thereof. During the term of my employment and for 6 months after termination of my employment with the Company, I agree to maintain adequate and current written records on the development of all Intellectual Property and to disclose promptly upon its creation to the Company all Intellectual Property and relevant records, which records will remain the sole property of the Company. I further agree that all information and records pertaining to any idea, process, trademark, service mark, invention, technology, computer program, original work of authorship, design, formula, discovery, patent or copyright that I do not believe to be an Intellectual Property, but is conceived, developed, reduced to practice by me (alone or with others) during the period of employment, shall be promptly disclosed to the Company (such disclosure to be received and kept in confidence).

12. **Third Party Rights.** I hereby represent and warrant that I will not use or integrate any third party materials or data that are not validly licensed to the Company unless previously authorized by my reporting officer in the Company. I represent and warrant that I have not violated the Intellectual Property Rights of any third party, and covenant that I shall not violate the Intellectual Property Rights of any third party in the course of my employment with Company. Provided that in the event the Company is held liable for any violation of any Intellectual Property Rights, I undertake to indemnify the Company or affiliate as the case may be against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting there from.


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13. **Injunctive Relief.** I understand that in the event of a breach or threatened breach of this Agreement by me the Company may suffer irreparable harm and will therefore be entitled to injunctive relief to enforce this Agreement.

14. **Governing Law; Severability.** I understand and agree that this Assignment Agreement will be governed by, interpreted and enforced in accordance with the laws of India, without regard to or application of choice of law rules or principles. In the event that any provision of this Agreement is found by a court, arbitrator or other tribunal to be illegal, invalid or unenforceable, then such provision shall not be voided, but shall be enforced to the maximum extent permissible under applicable law, and the remainder of this Agreement shall remain in full force and effect.

15. **Dispute Resolution.** Subject to the exceptions set forth below, I agree that any and all claims or disputes that I have with the Company, or any of its employees, which arise out of my employment or under the terms of my employment, shall be resolved through final and binding arbitration, as specified herein. This shall include, without limitation, disputes relating to this Agreement, my employment by the Company or the termination thereof, claims for breach of contract or breach of the covenant of good faith and fair dealing, and any claims of discrimination or other claims, state or local law or regulation now in existence or hereinafter enacted and as amended from time to time concerning in any way the subject of my employment with the Company or its termination. Binding arbitration will be conducted in Bangalore, India in accordance with the rules and regulations of the Arbitration and Conciliation Act, 1996. Parties will split the cost of the arbitration, filing and hearing fees, and the cost of the arbitrator. Each side also will bear its own attorneys' fees; that is, the arbitrator will not have authority to award attorneys' fees unless a statutory section at issue in the dispute authorizes the award of attorneys' fees to the prevailing party, in which case the arbitrator has authority to make such award as permitted by the statute in question. I understand and agree that the arbitrator's decision shall be final and binding to the fullest extent permitted by law and enforceable by any court having jurisdiction thereof.

16. **Terms of Employment.** I understand that this Agreement, in itself, does not constitute a contract of employment or obligate the Company to employ me for any stated period of time beyond the time as provided for in my Executive Employment Letter/Agreement. I understand that my employment can be terminated at any time, for any reason or for no reason, by the Company and by me by providing a written notice of 90 days to the Company. Unless the Company and I have entered into another written document that expressly supersedes this Section 16, this is the complete agreement between the Company and me on this term of my employment. This Agreement shall be effective as of the first day of my employment by the Company.

I HAVE READ THIS AGREEMENT CAREFULLY AND I UNDERSTAND AND ACCEPT THE OBLIGATIONS WHICH IT IMPOSES UPON ME WITHOUT RESERVATION. NO PROMISES OR REPRESENTATIONS HAVE BEEN MADE TO ME TO INDUCE ME TO SIGN THIS AGREEMENT. I SIGN THIS AGREEMENT VOLUNTARILY AND FREELY.



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:- Nagar - 123506

Name of Employee: Sara Dhingra

(Signature)

Date: _____



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Farrukh Nagar - 123506**

ATTACHMENT 1

The following is a list of Inventions or Intellectual Property or Improvements relevant to the subject matter of my employment with the Company that have been made or conceived or first reduced to practice by me or jointly with others prior to my employment with the Company. I hereby assign an irrevocable and exclusive right to the Company for the following Invention and Intellectual Property under this Employment Invention Assignment and Confidentiality Agreement:

No. of inventions or intellectual property or improvements -

See Below:

Sara Dhingra

(Signature)

Date: _____

Place: _____


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ACCIOJOB PRIVATE LIMITED

(4732) P/3/28, Deen Dayal Puram Bareilly, UP 243001 IN

3rd August, 2021

EMPLOYMENT AGREEMENT

Sejal Khanna

Address:

Email: _____

Dear Sejal Khanna,

We are pleased to offer you the position of Program Manager with **Acciojob Private Limited**, a private limited company incorporated under the Companies Act, 2013 (the "**Company**") having its registered office at: (4732) P/3/28, Deen Dayal Puram Bareilly, UP 243001 IN, on the terms described below.

This offer of employment is for a full-time position based in the Company's office in Gurugram, Haryana, India

Please note that the terms of employment detailed in this document and attachments hereto (collectively referred to as the "**Agreement**") are strictly confidential. These contents should not be disclosed to third parties without the prior written approval of the Company.

1. Compensation

The annual fixed component of your cost to the Company ("**CTC**") will be **Rs. 4,80,000/- [Rupees Four Lac Eighty Thousand Only]**. The salary break-up is attached herewith as **Attachment A**. Your compensation will be reviewed on an annual basis and increments will be determined based on performance, and provided at the sole discretion of the Company.

2. Duties


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A schedule of your broad duties and responsibilities will be given to you in due course, which may be subject to revision from time to time. The Company shall assign to you such other duties and responsibilities as may be considered advisable in the Company's interests and at the sole discretion of the Company.

3. Terms and Conditions of Employment

Your employment with the Company shall be governed by the specific terms and conditions provided on the attached herewith as **Attachment B** and the scope of work provided on the attached **Attachment C**.

4. Commencement of Employment

You are requested to commence employment on 01st September, 2021. This offer is valid for a period of 1 week from the date of this offer, and you shall be required to convey your acceptance of this offer within such time, failing which it shall be deemed to have been rejected by you. The time period specified above is final unless extended by the Company and communicated to you in writing.

5. Employment Invention Assignment Agreement

Like all Company employees, you are required, as a condition of your employment with the Company, to sign the Company's Employment Invention Assignment Agreement (the "**Assignment Agreement**") in substantially the form attached hereto as **Attachment D**.

6. Employee Stock Option

For the purpose of encouraging and rewarding the Employee's contributions to the performance of the Company and aligning Employee's interests with the interests of the Company's stockholders, the Company hereby agrees to grant Employee Stock Option worth Rs. 2,00,000/- (Rupees Two Lakh only) as per the provisions of Employees Stock Option Plan of the Company.

7. Entire Agreement

This Agreement supersedes any prior agreements, representations or promises of any kind, whether written, oral, express or implied between you and the Company with respect to the subject matters herein. This Agreement may not be modified or amended except by a written agreement between you and the Company.

8. Severability

Each provision of this Agreement including the attachments attached to it shall, to the extent possible, be interpreted in such manner as to be effective and valid under applicable law, but, if


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any provision of this agreement shall be invalid or prohibited under such applicable law, such invalidity shall not affect the validity of the other provisions of this agreement. The said other provisions shall continue in full force and effect unless such unenforceable provision shall materially affect the essence of the agreement and the party benefiting from the said unenforceable provision does not waive its rights to benefit therefrom.

9. Waiver

The failure of either the employer or the employee to insist upon strict adherence to any term of this agreement on any occasion shall not be considered a waiver thereof or deprive the employer or the employee of the right thereof to insist upon strict adherence to that term or any other term of this Agreement.

[Signature page follows]



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If you wish to accept this offer, please sign and date both the enclosed duplicate original of this letter and the enclosed Employment Invention Assignment Agreement and return them to me. This offer, if not accepted, will expire at the close of business on 10th August, 2021.

We look forward to having you join us no later than 01st September, 2021.

Very truly yours,

ACCIOJOB PRIVATE LIMITED

Yashwardhan Burad

By: _____
(Signature)

Name: Yashwardhan Burad
Title: Co-Founder

ACCEPTED AND AGREED:

NAME: SEJAL KHANNA

(Signature)

Date: _____

Permanent Account Number (PAN): _____

Anticipated Start Date: 1st September, 2021

[ACCIOJOB PRIVATE LIMITED] – SIGNATURE PAGE TO OFFER LETTER (SEJAL KHANNA)


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ATTACHMENT A
SALARY BREAK UP

Particulars	Monthly	Annual
Basic Salary	20000	240000
HRA	10000	120000
Standard Deduction Allowance	0	0
Leave Travel Allowance	0	0
Special Allowance	10000	120000
Gross Salary	40000	480000
Cost to Company (CTC)	40000	480000


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ATTACHMENT B

TERMS AND CONDITIONS OF EMPLOYMENT

1. Probation Period

You will be required to serve a probation period of [3 months], after the completion of which, your performance will be formally reviewed. The Company will provide you with a written confirmation of the commencement and termination date of your probation period. Your probation period shall not commence unless you have received a written confirmation from the Company. The Company may in its sole discretion, extend the probation period. Such extension can be granted twice, for a period of three (3) months each. In the event that you fail to perform to the Company's satisfaction during the probation period and the extension thereof, if applicable, your employment shall be terminated for unsatisfactory performance.

2. Reporting Person

During the period of employment, you shall report to the CEO of the Company or as informed to you from time to time.

3. Work Days

Your normal working days shall be from Monday to Friday of every week.

4. Outside Activities

This position is for a full-time employment with the Company and you shall exclusively devote yourself to the business of the Company. You shall not take on any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholders or debenture holders) in any other trade or business, during your term of employment with the Company, without prior written permission of the Company.

5. Termination

(a) During the term of your employment, should you desire to leave the services of the Company, you are required to provide the Company a 60 days' notice or salary in lieu thereof.

(b) The Company shall be entitled to terminate your employment with or without cause at any time by giving you 15 days' notice or salary in lieu thereof.

(c) If you are absent from work for a period of five (5) consecutive working days, without providing any notice or affording any reasons, or without taking Company's prior approval in this regard, the Company will be entitled to forthwith terminate your employment with the Company. In the event that the Company terminates you, you will be provided a written notice of termination. Further, in the event of such termination, you shall be liable to pay the Company an amount equivalent to your notice period as per your termination clause mentioned herewith in this letter. Notwithstanding the above, the Company shall not be restricted from claiming legal remedies available to it under the ordinary legal recourse. Company shall be


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entitled to recover any additional damages from you in a manner that the Company may determine suitable in this regard.

(d) Notwithstanding anything mentioned in this Agreement, the Company may terminate your employment, with immediate effect by a notice in writing (without salary), in the event of your misconduct, including but not limited to, fraudulent, dishonest or undisciplined conduct, breach of integrity, embezzlement, misappropriation or misuse by you of the Company's property, insubordination or failure to comply with the directions given to you by persons so authorized, your insolvency or conviction for any offence involving moral turpitude, breach by you of any terms of this Agreement or the Company's policies or other documents or directions of the Company, or upon your conducting yourself in a manner which is regarded by the Company as prejudicial to its interests or to the interests of its clients and/or customers, or any similar reason.

(e) Notwithstanding anything aforesaid, termination by you shall be subject to the satisfactory completion of all all your existing duties, obligations and projects.

(f) On acceptance of the resignation notice, you will be required to immediately give up to the Company all correspondences, specifications, formulae, books, documents, market data, literature, drawings, effects or records, etc. belonging to the Company or relating to its business and you shall not make or retain any copies of these items. In the event that the Company directs you to destroy any such information, documents or materials, you shall forthwith do so and provide a written certification to that effect to the Company.

(g) Any notice, demand or request required or permitted to be given under this Agreement shall be in writing and shall be deemed sufficient when delivered personally or by overnight courier or electronic mail, or 48 hours after being deposited in the Indian mail or registered mail with postage prepaid, addressed to the party to be notified at such party's address as set forth below, as subsequently modified by written notice.:

TO COMPANY:

Acciojob Private Limited

Address: (4732) P/3/28, Deen Dayal Puram
Bareilly, UP 243001 IN
Email: yash@acciojob.com
Attn: Yashwardhan Burad

To Employee:

Sejal Khanna

Address:

Email: _____



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7. Holidays/Leave

General holidays will be declared at the beginning of the calendar year and are a benefit for all full-time employees. You may be called upon to attend duties as and when required during holidays, as may be scheduled in accordance with the needs of the Company. Additionally, you will be entitled to receive earned/privilege leave which shall be calculated at the rate of one earned leave for every twenty five 25 days of work performed. The total number of earned/privilege that can be accumulated and carried over to the succeeding year shall not be more than 15 days.

You will be entitled for leave at such time and of such duration as the Company may grant depending upon the exigencies, in accordance with the Company's rules and regulations in force, introduced hereafter or modified from time to time. It shall be your sole responsibility to keep yourself updated of any changes in company policy as amended from time to time. For casual leave, you will be expected to give prior notice to the reporting authority; however, in case of an emergency or exigent situation, you shall be required to take such approval within one (1) day of resuming your services. Casual leave without requisite approval from the Company shall be considered leave without pay. In the event any additional leave is required, the additional leave shall be without pay. You shall be required to submit a medical and fitness certificate from a registered medical practitioner in case of three or more consecutive days of medical leave.

8. Benefits

You shall be entitled for all statutory benefits as mandated by the existing provisions under the applicable laws or which may be enforced in the future including, but not limited to, provident fund, gratuity, insurance, as may be applicable to you as per Company's policies and procedures, as amended from time to time.

The Company may in its discretion, from time to time, revise the benefits it provides to its employees. As and when such benefits are introduced or modified, you shall be entitled to avail such benefits.

9. Disclosure of Information

During the term of your employment with the Company, you are required to disclose all material and relevant information, which may either affect your employment with the Company currently or in the future or may be in conflict with the terms of your employment with the Company, either directly or indirectly. If at any time during your employment, the Company becomes aware that you have suppressed any material or relevant information required to be disclosed by you or have provided the Company with misleading or inaccurate information, the Company reserves the right at its sole discretion, to forthwith terminate your employment without any notice and without any obligation or liability to pay any remuneration or other dues to you irrespective of the period that you may have been employed by the Company.

Any change in your personal information including residential address, marital status and


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educational qualification should be notified to the Company in writing within three (3) days from the start of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered according to the Company's notice provision policy.

10. Use of Company Property

You must comply with the Company's policy on use of email, internet and computers. Unauthorized use or tampering with computers will be regarded as serious misconduct and may lead to your summary dismissal. In particular, you agree to only use passwords which have been authorized and must not in any circumstances load a program or data into one of the Company's computers unless the program and data, originates from the Company, has been provided for your use and has been tested for viruses in advance. The Company shall provide telephones (including mobile and voicemail), email and internet access for business purposes only. For the purpose of business (including and not limited to quality control, monitoring of policy compliance and unauthorized use and checking messages during periods of absence), communications made by or to you may be monitored or recorded. This applies in particular to telephone (including mobile and voicemail), email and internet use. In the event, the Company provides you with laptops/mobile phones/data cards or other mobile devices, you will provide the Company with a written undertaking acknowledging receipt of the same and agreeing to adhere to the policies governing usage of such devices.

11. Previous Employment

You hereby represent that your performance of the terms of this Agreement and as an employee of the Company does not and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired by you in confidence or in trust prior to your employment by the Company, and you will not disclose to the Company, or induce the Company to use, any confidential or proprietary information or material belonging to any previous employers or others, unless expressly permitted by such previous employer. You hereby represent and warrant that you have returned all property and confidential information belonging to all prior employers, if any. You have not entered into, and agree that you will not enter into, any agreement either written or oral in conflict herewith or in conflict with your employment with the Company (including but not limited to a non-competition agreement with any third party relating to the current, proposed or future business of the Company). You further agree to conform to the rules and regulations of the Company.

12. Confidentiality

You acknowledge that in the course of your employment with the Company, you will obtain knowledge of the Company's business plans, processes, software, know-how, trade secrets, methods, inventions, improvements, disclosures, names and positions of employees and/or other proprietary and/or confidential information (collectively the "Confidential Information").

At all times, both during or after the period of your employment under this Agreement, you shall not (except with written authorization from the Company and except to the extent so authorized in the proper course of your duties) divulge to any person or otherwise make use of your employment under this Agreement to divulge to any person or otherwise make use of any trade


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secret or secret manufacturing process or any confidential information concerning the business or finances of the Company or any of the Company's dealings, transactions or affairs or any of the Company's suppliers, agents, distributors or customers, until such information becomes generally and rightfully known outside the Company.

All notes, copies, memoranda and other tangible forms of any trade secrets or confidential information concerning the business of the Company or any of the Company's suppliers agents, distributors, clients or customers, including but not limited to financial information, documents, employee lists, customer lists, phone books, which shall be acquired, received or made by the Company during the course of your employment shall be the property of the Company and shall be surrendered by you to someone duly authorised in that behalf at the termination of your employment or at the request of the Company at any time during the course of his employment.

Any breach of confidentiality will lead to immediate termination without the requirement of any notice to be provided to you.

13. No Rights Granted

Nothing in this Agreement shall be construed as granting any rights under any patent, copyright or other intellectual property rights of the Company, nor shall this Agreement grant you any rights in or to the Company's Confidential Information, except the limited right to use the Confidential Information in connection with the Services.

14. Adherence to Company Policy

You agree to conform to and comply with the Company's policies and such directions and orders as may from time to time be given by the Company.

15. Non-Compete and Non-Solicitation

During the Non-Compete Period (as defined below), you hereby covenant and agree not to engage in or receive any financial benefit from (directly or indirectly) any business of the Significant Competitor, which competes with the whole or any part of any business being carried on or proposed to be carried on by the Company, whether as an individual, employer, proprietor, partner, shareholder, investor, director, committee member, officer, employee, consultant, agent, collaborator, advisor, principal contractor or sub-contractor, trustee, or otherwise.

Significant Competitor shall mean any artificial or natural person, who on the date of execution of this Agreement or any time thereafter, directly or indirectly, receives at least 50% of its total revenue from the Business or any activity similar to the Business and shall include such person's relatives.

"Non-Compete Period" shall mean the period commencing with the date of this Agreement and ending one (1) year from the date of your termination of employment with the Company. In the event that your employment with the Company is terminated without cause, the Non-Compete Period will end contemporaneously with the final payment of severance to you under this letter agreement.



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You agree that during the Non-Compete Period, you shall not in any manner either directly or indirectly solicit or entice the other employees, vendors or customers of the Company to join or enter into transactions, as the case may be with either you directly or indirectly or with other entities which are in direct or indirect competition with the Company.

You hereby agree that the covenants and restrictions in this Section 16 are reasonable in their terms and do not impose any undue hardship on your current or future employment prospects. You further agree that if the laws of the state applicable to the provisions set forth in this Section 16 should change, or if any court of competent jurisdiction should hold any term or provision of this Section 16 invalid or unenforceable, then that shall be substituted in the place of such changed, invalid, or unenforceable term or provision a new term or provision that most nearly fulfills or promotes the purpose and intention of this Section 16 and is consistent with such law or judicial jurisdiction.

16. Employee Stock Options

Subject to the approval of the Board of Directors of Acciojob Inc., a Delaware corporation (the "Parent Company"), you shall be granted an option to purchase 12,600 shares of the Parent Company's common stock. The option will be subject to the terms and conditions applicable to options granted under Parent Company's 2018 Stock Incentive Plan (the "Plan"), as described in that Plan and the applicable stock option agreement, which you will be required to sign. 100% of the shares are subject to vesting (the "Vesting Shares") and the vesting start date of these 12,600 shares will be 1st September, 2021 (the "Vesting Start Date"). 1/4th of the total number of Vesting Shares shall vest and become exercisable on the twelve-month anniversary of the Vesting Start Date and 1/48th of the Vesting Shares shall vest and become exercisable on the same day of each month thereafter during your continuous service, as described in the applicable stock option agreement. The exercise price per share will be equal to the fair market value per share on the date the option is granted, as determined by the Parent Company's Board of Directors in good faith compliance with applicable guidance in order to avoid having the option to be treated as deferred compensation under Section 409A of the Internal Revenue Service Code of 1986, as amended. There is no guarantee that the Internal Revenue Service will agree with this value. You should consult with your own tax advisor concerning the tax risks associated with accepting an option to purchase the Parent Company's common stock.

17. Employment Invention Assignment Agreement

You acknowledge and agree that any work that you may be conducting either on the premises of the Company or otherwise with regard to patents, improvements, discoveries or any other form of intellectual property, whether protected under law or not, is being done on behalf of the Company. In this regard, you agree to execute an Employment Invention Assignment Agreement and any and all intellectual property rights in any such work shall belong exclusively to the Company.

18. Customer Data and IT Security

Only specific employees are given access to our Software that holds customer's data. Authorization for this will be tracked and monitored.


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You are expected to follow IT security policies (as per the applicable law) to ensure that the systems you use to access such data is secured.

19. Arbitration

You agree that the interpretation and enforcement of this Agreement shall be governed by the laws of India and all disputes under this Agreement shall be governed by the provisions of the Arbitration and Conciliation Act, 1996. The venue for arbitration will be [Bareilly], India. The arbitration shall be conducted by a sole arbitrator appointed by the Company, and the award of the arbitrator shall be final and binding upon you.

This is to certify that I have read this Agreement and I fully understand all the terms and conditions of this Agreement. I hereby accept and agree to abide by the Agreement.

(Signature)

Sejal Khanna

ATTACHMENT C

EMPLOYMENT INVENTION ASSIGNMENT AGREEMENT

In consideration of, and as a condition of my employment with Acciojob Private Limited, a company duly incorporated under the Companies Act, 2013 (the "Company") I, Sejal Khanna do hereby represent and agree as follows:

1. **Purpose of Agreement.** I understand that the Company is engaged in a continuous program of research, development, production and marketing in connection with its business and that it is critical for the Company to preserve and protect its Proprietary Information (as defined below), its rights in Inventions (as defined below) and Intellectual Property (as defined below) and in all related intellectual property rights. Accordingly, I am entering into this Agreement as a condition of my employment with the Company, whether or not I am expected to create Inventions and Intellectual Property of value for the Company.

2. **Proprietary Information.** I understand that my employment by the Company creates a relationship of confidence and trust with respect to any information of a confidential or secret nature that will be disclosed to me by the Company that relates to the business of the Company or to the business of any parent, subsidiary, affiliate, customer or supplier of the Company or any other party with whom the Company agrees to hold information of such party in confidence ("Proprietary Information"). Such Proprietary Information includes but is not limited to Inventions, Intellectual Property, marketing plans, product plans, business strategies, financial information, forecasts, personnel information, customer lists, financial information, business plans and projections and any other information and materials concerning the Company's business, operations or plans.

3. **Disclosure of Inventions and Intellectual Property.** I will promptly disclose in


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confidence to the Company all inventions, improvements, designs, original works of authorship, formulas, processes, compositions of matter, computer software programs, databases, mask works and trade secrets ("**Inventions**") and Intellectual Property that I make or conceive or first reduce to practice or create, either alone or jointly with others, during the period of my employment, whether or not in the course of my employment, and whether or not such Inventions are patentable, copyrightable or protectable as trade secrets. Intellectual Property includes but is not limited to ideas, concepts, creations, discoveries, inventions, improvements, know how, trade secrets; trademarks, service marks, designs, utility models, tools, devices, models, methods, procedures, processes, systems, principles, algorithms, works of authorship, flowcharts, drawings, books, papers, models, sketches, formulas, teaching techniques, electronic codes, proprietary techniques, research projects, and other confidential and proprietary information, computer programming code, databases, software programs including their Source Code; data, documents, instruction manuals, records, memoranda, notes, user guides; in either printed or machine-readable form, the whether or not copyrightable or patentable, or any written or verbal instructions or comments.

4. **Work for Hire; Assignment of Inventions and Intellectual Property.**

(a) **Owned by Company.** I acknowledge and agree that any copyrightable works prepared by me within the scope of my employment are "works for hire" under the Copyright Act in India and under international copyright laws and that the Company will be considered the sole owner of such copyrightable works, and I shall not have any right, title or interest in the same. I agree that all Inventions and Intellectual property and other rights related thereto (including intellectual property rights) that (i) are developed using equipment, supplies, facilities or trade secrets of the Company, (ii) result from work performed by me for the Company, or (iii) relate to the Company's business or current or anticipated research and development, will be the sole and exclusive property of the Company and are hereby irrevocably assigned by me to the Company immediately upon their formation in perpetuity.

I hereby assign to the Company the entire copyright and all performance rights and all other rights in and to the works performed by me during the term of my employment with the Company for the full period of copyright including all renewals, revivals, reversions and extensions existing under the laws in force in any part of the world to hold the same to the Company, its successors, assignees and licensees absolutely for the full period that such rights are capable of subsisting throughout the world.

(b) **Owned by Employee.** I have attached as **ATTACHMENT 1** to this Employment Invention Assignment Agreement (the "**Assignment Agreement**"), a complete list of all Inventions and Intellectual Property to which I claim ownership which have been developed by me (whether individually or in collaboration with other parties) prior to commencement of my employment with the Company, and that I desire to remove from the operation of this Agreement, and I acknowledge and agree that such list is complete. If no such list is attached to this Agreement, I represent that I have no such Inventions and Intellectual Property at the time of signing this Agreement.

5. **Assignment of Other Rights.** In addition to the foregoing assignment of Inventions and Intellectual Property to the Company, I hereby irrevocably transfer and assign to the Company


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all Intellectual Property Rights. Intellectual Property Rights include (i) all rights, title, and interest under any statute or under common law including patent rights; copyrights including moral rights; and any similar rights in respect of Intellectual Property, anywhere in the world, whether registrable or not; (ii) any licenses, permissions and grants in connection therewith; (iii) applications for any of the foregoing and the right to apply for them in any part of the world; (iv) right to obtain and hold appropriate registrations in Intellectual Property, (v) all extensions and renewals thereof (vi) Causes of action in the past, present or future, related thereto including the rights to damages and profits, due or accrued, arising out of past, present or future infringements or violations thereof and the right to sue for and recover the same.

The Intellectual Property associated with any Inventions shall not be deemed to have lapsed if the Company does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the Indian Copyright Act, 1957 and any other similar law of any jurisdiction. If any Intellectual Property rights, including moral rights, in the Inventions and / or Intellectual Property, cannot (as a matter of law) be assigned by me to Company as provided herein, then (a) I unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against Company with respect to such rights, and (b) to the extent that I cannot, as a matter of law, make such waiver, I unconditionally grant to Company an exclusive, perpetual, irrevocable, worldwide, fully-paid license, with the right to sublicense through multiple levels of sublicenses, under any and all such rights (i) to reproduce, create derivative works of, distribute, publicly perform, publicly display, digitally transmit, and otherwise use the Inventions and Intellectual Property in any medium or format, whether now known or hereafter discovered, (ii) to use, make, have made, sell, offer to sell, import, and otherwise exploit any product or service based on, embodying, incorporating, or derived from the Inventions and Intellectual Property, and (iii) to exercise any and all other present or future rights in the Inventions and Intellectual Property.

6. **Assistance.** I agree to assist the Company in every proper way to obtain for the Company and enforce patents, copyrights, mask work rights, trade secret rights and other legal protections for the Company's Inventions and Intellectual Property in any and all countries. I will execute any documents that the Company may reasonably request for use in obtaining or enforcing such patents, copyrights, mask work rights, trade secrets and other legal protections. My obligations under this paragraph will continue beyond the termination of my employment with the Company, provided that the Company will compensate me at a reasonable rate after such termination for time or expenses actually spent by me at the Company's request on such assistance, provided however that for any such reimbursement, adequate documentary evidence of such expenses are to be provided. I appoint the appropriate authorized representatives of the Company as my attorney-in-fact to execute documents on my behalf for this purpose.

7. **No Breach of Prior Agreement.** I represent that my performance of all the terms of this Agreement and as an employee of the Company does not and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired by me in confidence or in trust prior to my employment by the Company, and I will not disclose to the Company, or induce the Company to use, any confidential or proprietary information or material belonging to any previous employers or others. I represent and warrant that I have returned all property and confidential information belonging to all prior employers. I have not entered into, and I agree I


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will not enter into, any agreement either written or oral in conflict herewith or in conflict with my employment with the Company (including but not limited to a non-competition agreement with any third party relating to the current, proposed or future business of the Company). I further agree to conform to the rules and regulations of the Company.

8. **Notification.** I hereby authorize the Company to notify my actual or future employers of the terms of this Agreement and my responsibilities hereunder.

9. **Publication of Material Concerning Company Business.** Prior to my submitting or disclosing for possible publication or dissemination outside the Company any material prepared by me that incorporates information that concerns the Company's business or future business, I agree to deliver a copy of such material to an officer of the Company for his or her review. Within 20 days of such submission, the Company agrees to notify me whether the Company believes such material contains any Proprietary Information, and I agree to make such deletions and revisions as are reasonably requested by the Company to protect its Proprietary Information. I further agree to obtain the written consent of the Company prior to any review of such material by persons outside the Company.

10. **Name & Likeness Rights Etc.** I hereby authorize the Company to use, reuse, and to grant others the right to use and reuse, my name, photograph, likeness (including caricature), voice, and biographical information, and any reproduction or simulation thereof, in any media now known or hereafter developed (including but not limited to film, video and digital or other electronic media), both during and after my employment, for whatever purposes the Company deems necessary.

11. **Maintenance of Records.** I hereby acknowledge and agree that my contribution to the business of the Company as well as any portion thereof shall be the sole property of the Company from date of creation thereof. During the term of my employment and for 6 months after termination of my employment with the Company, I agree to maintain adequate and current written records on the development of all Intellectual Property and to disclose promptly upon its creation to the Company all Intellectual Property and relevant records, which records will remain the sole property of the Company. I further agree that all information and records pertaining to any idea, process, trademark, service mark, invention, technology, computer program, original work of authorship, design, formula, discovery, patent or copyright that I do not believe to be an Intellectual Property, but is conceived, developed, reduced to practice by me (alone or with others) during the period of employment, shall be promptly disclosed to the Company (such disclosure to be received and kept in confidence).

12. **Third Party Rights.** I hereby represent and warrant that I will not use or integrate any third party materials or data that are not validly licensed to the Company unless previously authorized by my reporting officer in the Company. I represent and warrant that I have not violated the Intellectual Property Rights of any third party, and covenant that I shall not violate the Intellectual Property Rights of any third party in the course of my employment with Company. Provided that in the event the Company is held liable for any violation of any Intellectual Property Rights, I undertake to indemnify the Company or affiliate as the case may be against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting there from.


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13. **Injunctive Relief.** I understand that in the event of a breach or threatened breach of this Agreement by me the Company may suffer irreparable harm and will therefore be entitled to injunctive relief to enforce this Agreement.

14. **Governing Law; Severability.** I understand and agree that this Assignment Agreement will be governed by, interpreted and enforced in accordance with the laws of India, without regard to or application of choice of law rules or principles. In the event that any provision of this Agreement is found by a court, arbitrator or other tribunal to be illegal, invalid or unenforceable, then such provision shall not be voided, but shall be enforced to the maximum extent permissible under applicable law, and the remainder of this Agreement shall remain in full force and effect.

15. **Dispute Resolution.** Subject to the exceptions set forth below, I agree that any and all claims or disputes that I have with the Company, or any of its employees, which arise out of my employment or under the terms of my employment, shall be resolved through final and binding arbitration, as specified herein. This shall include, without limitation, disputes relating to this Agreement, my employment by the Company or the termination thereof, claims for breach of contract or breach of the covenant of good faith and fair dealing, and any claims of discrimination or other claims, state or local law or regulation now in existence or hereinafter enacted and as amended from time to time concerning in any way the subject of my employment with the Company or its termination. Binding arbitration will be conducted in Bangalore, India in accordance with the rules and regulations of the Arbitration and Conciliation Act, 1996. Parties will split the cost of the arbitration, filing and hearing fees, and the cost of the arbitrator. Each side also will bear its own attorneys' fees; that is, the arbitrator will not have authority to award attorneys' fees unless a statutory section at issue in the dispute authorizes the award of attorneys' fees to the prevailing party, in which case the arbitrator has authority to make such award as permitted by the statute in question. I understand and agree that the arbitrator's decision shall be final and binding to the fullest extent permitted by law and enforceable by any court having jurisdiction thereof.

16. **Terms of Employment.** I understand that this Agreement, in itself, does not constitute a contract of employment or obligate the Company to employ me for any stated period of time beyond the time as provided for in my Executive Employment Letter/Agreement. I understand that my employment can be terminated at any time, for any reason or for no reason, by the Company and by me by providing a written notice of 90 days to the Company. Unless the Company and I have entered into another written document that expressly supersedes this Section 16, this is the complete agreement between the Company and me on this term of my employment. This Agreement shall be effective as of the first day of my employment by the Company.

I HAVE READ THIS AGREEMENT CAREFULLY AND I UNDERSTAND AND ACCEPT THE OBLIGATIONS WHICH IT IMPOSES UPON ME WITHOUT RESERVATION. NO PROMISES OR REPRESENTATIONS HAVE BEEN MADE TO ME TO INDUCE ME TO SIGN THIS AGREEMENT. I SIGN THIS AGREEMENT VOLUNTARILY AND FREELY.



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Farrukh Nagar - 123698**

Name of Employee: Sejal Khanna

(Signature)

Date: _____



**Principal
Dronacharya College of Engg.
Farukh Nagar - 123609**

ATTACHMENT 1

The following is a list of Inventions or Intellectual Property or Improvements relevant to the subject matter of my employment with the Company that have been made or conceived or first reduced to practice by me or jointly with others prior to my employment with the Company. I hereby assign an irrevocable and exclusive right to the Company for the following Invention and Intellectual Property under this Employment Invention Assignment and Confidentiality Agreement:

No. of inventions or intellectual property or improvements -

See Below:

Sejal Khanna

(Signature)

Date: _____

Place: _____



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Farrukh Nagar - 123506

Date: 11th November 2021

Bon Voyage: Welcome to The Journey

Dear Aditya Gaur,

We are glad to offer you the position of **GET Application Support- IT** at Addverb Technologies. It is a pleasure to have you on board in this exciting journey. This role will provide you an opportunity to excel and realize your dreams. During this journey we would like you to know about the following:

1) **Values:** This organization has been built on the pillars of Innovation, Integrity, Customer Centricity, Passion, Courage and Trust. We intent and expect you to demonstrate these values. We expect you to always have **"We" before "Me"**.

2) **Organization Guidelines:** We will have a set of guidelines based on which you will be expected to perform your professional responsibilities. These guidelines shall be the guiding principle in every action in the organization. We believe in freedom with responsibility and that is what we would offer you as an organization.

3) During this journey we expect you to give your best and full commitment and to perform other roles based on your performance and need of the organization.

We encourage you to create an open culture and promote innovation in this organization by airing your opinions and by accommodating opinions of others.

Date of Joining: 22nd November 2021.

You shall be on probation from your date of joining till **30th November 2022.**

Preferred Office Timings: 9 am to 6 pm (Monday to Friday and 2nd & 4th Saturday off)

Head Office Address: Addverb Technologies Pvt. Ltd., Plot No.5, Sector-156, Noida, Uttar Pradesh- 201301

Yours Truly

For Addverb Technologies

Satish Kumar Shukla

CHRO

Addverb Technologies Pvt. Ltd.

Registered & Corporate Office:

Plot No. 5, Sector-156, Noida, UP - 201301

India GST No: 09AAOCA5226F2ZL

P: 0120 4144 026

CIN: U74999UP2016PTC122944

| E: automale@addverb.in

| Website: www.addverb.in


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Farukh Nagar - 122506

Compensation @GET Application Support- IT

Compensation Details	
Category	Amount
Basic	16225
Fixed Grade Allowance	9000
Bonus	3000
Employer PF	1947
Gross Per Month Salary	30172
In Hand Per Month Salary	26278
Gratuity	9361
Insurance Contribution	30000
T.C.T.C.	401425

- The In-Hand salary is exclusive of applicable tax deduction which will depend on individual tax saving Investment.
- Fixed Grade Allowance must be allocated under the HRA, LTA, Mobile/Internet Reimbursement, Fuel Reimbursement, Driver Reimbursement and Special Allowances by the employee at the time of joining.

Motion
Reimagined.



Date: 16/06/2022

Dear Suraj Yadav,

With reference to your application and the subsequent interview, we are pleased to offer you a position as **Software Engineer – React Native** in the **Engineering.Digital Experience** department in band **E1** in **Bharti Airtel Ltd.**. The terms and conditions of your appointment are as follows:-

1. APPOINTMENT AND REPORTING:

- 1.1 This offer of appointment is purely provisional subject to your joining on or before **28/06/2022** and it shall stand withdrawn forthwith in the event of following:
- If any information provided by you is found to be incorrect or misrepresented or concealment of any important information.
 - If any documents furnished by you for this employment is found false/fabricated.
 - Adverse report of your background verification.
- The terms and conditions of appointment shall be effective from your date of joining.
- 1.2 You will initially report to **Anish Jain**, which can subsequently be changed at the sole discretion of the company.

2. EMOLUMENTS AND TAXES:

- 2.1 Your remuneration will be as per the details provided in Annexure annexed hereto.
- 2.2 You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration including if applicable any shares issued under ESOP scheme being paid to you pursuant to your employment hereunder. The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.
- 2.3 All information regarding your remuneration and terms of employment are confidential and you shall not divulge the contents to any other employee of the Company.

3. TERMINATION:

- 3.1 Either the Company or you may terminate your employment at any time, without assigning any reasons, by providing two (2) months' written notice or two (2) months' basic salary in lieu thereof. However, considering that during the course of your employment with the Company, you shall be privy to or shall otherwise have access to sensitive and confidential information of the Company, which may include products' related information for existing or conceived products, business plans, information related to existing and planned projects, vendors and partners' related information and other valuable information of the Company or you may be or needed to be engaged in a project that needs to be completed or for the needs of other business reasons/requirements, in the event you choose to terminate your employment with the Company, the Company shall have the right to refuse acceptance of two (2) months' basic salary in lieu of notice period and (i) require you to continue to serve the Company during the notice period or any part thereof, OR (ii) for the duration of the notice period or any part thereof, require that you do not perform any official duties or attend office and return all assets provided by the Company, provided however that during such notice period or part thereof,

Regd. Office: Bharti Crescent, 1, Nelson Mandela Road, Vasant Kunj Phase II, New Delhi - 110 070, India

Tel: +91 11 4666 6100 Fax: +91 11 4166 6137 E-mail: 121@in.airtel.com,

Corporate Identity Number: L74899DL1995PLC07060

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you shall not take up employment or any other engagement (including as a consultant or advisor), whether on a full time or part time basis, with any other person or entity.

3.2 Your employment shall stand terminated forthwith without any notice in the event of the following:

- i. if you do not join within the stipulated date, unless extended in writing.
- ii. if you are held guilty of any offence involving moral turpitude or any breach of the code of conduct of the Company.

3.3 Upon termination of your employment, you (or your legal heirs as the case may be) will complete the exit formalities and shall immediately return to the Company, any and all documents, manuals, documented confidential information (without making any copies thereof and/ or extracts therefrom), kits and other property belonging to the Company that may be entrusted to and/ or placed in your possession by virtue of and/ or during the course of your employment with the Company. You (or your legal heirs as the case may be) shall also deliver to the Company immediately all notes, analyses, summaries and working papers relating thereto. Prior to leaving the Company, you will also ensure that all your outgoing/ pending activities are successfully completed and properly handed over to the satisfaction of your reporting manager.

4. INITIAL POSTING AND TRANSFER:

4.1 Your initial place of posting shall be at **Gurgaon @ Airtel Centre - Gurgaon.**

4.2 However, at the sole discretion of the Management, you will be liable to be transferred /deputed from one place to another any where in India or abroad and/or from one department to another or from one establishment to another and/or to any other concern including to any of Company's affiliates, associates, group companies and/or entities in which the Company may be having any interest whether existing or which may be set up in future.

4.3 Consequent upon your transfer, all the existing terms and conditions of your employment shall remain same.

4.4 As per the exigency of business, you may be required to carry out addition work for the Company's affiliates/associates/group companies.

5. GENERAL EMPLOYMENT OBLIGATIONS:

5.1 During your employment with us, you shall not be engaged, concerned or interested directly or indirectly in any other occupation, business or employment whatsoever (either for remuneration or on a honorary basis), and 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. In the event of above, the company shall be entitled to take appropriate action.

5.2 You shall be governed by the service rules and regulations of the Company, as amended by the Management, from time to time including the code of conduct, the terms of which are hereby incorporated by reference. You shall sincerely abide by and carry out operational instructions/procedures as contained in the Company's guidelines and other administrative instructions as may be issued by the Management from time to time.

5.3 The work product generated by you while performing the services during the term of your employment, including all electronic data, papers, worksheets, logs, records, reports, documents, training material and other materials developed or prepared by you, shall be the sole and exclusive property of the Company. Without limiting the generality of the foregoing, the Company will own all intellectual property rights in any work, invention, discovery, improvement or design, which you make or conceive:

- i. while employed by the Company and in connection with the business of the Company or a related body corporate; or

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Corporate Identity Number: L74899DL1995PLC070609


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Farrukh Nagar - 123506



- ii. by using the resources, facilities, or confidential information of the Company or its affiliates/associates/group companies.

For the purposes of this clause, intellectual property rights include, but are not limited to, rights in relation to or arising from patents, design registrations, trademarks and copyright. You undertake to execute necessary documents and do all such acts, at the request of the Company that may be required to give effect to this provision. You shall return to the Company such materials upon the termination of your employment or at the request of the Company at any time during the term of your employment.

- 5.4 You will be responsible for the safe custody of all documents, manuals and kits and other property belonging to the Company that may be entrusted to and/ or placed in your possession by virtue of and/ or during the course of your employment with the Company.
- 5.5 Being a managerial cadre employee you will be responsible for the overall smooth and effective functioning of the department / establishment / office / staff / employees under your charge and will be directly responsible for the successful and timely completion of any job / work assigned to you or any person working under your control and supervision and/or within the department / establishment/office of which you are for the time being holding the charge. You would adhere to the norms of office discipline. You would also be responsible to ensure proper and effective adherence to the norms of office discipline including working hours, systems and procedures by the staff / employees working under your supervision and/or in the department/ office / establishment under your charge.
- 5.6 You shall keep the Management informed of your latest postal address at all times and intimate in writing in case of change of address. Any communication sent to you by the management on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

6. CONFIDENTIALITY:

- 6.1 You shall not, except as authorized or required by your obligations in terms hereof, reveal to any person or entity any of the trade secrets, secret or confidential information, information contained in any manuals or dealings or any information concerning the organization, business, finances, transactions or affairs of the Company and/or its affiliates/associates/group companies (confidential information), which may come to your knowledge and/ or be imparted to you by the Company during his employment hereunder. You shall hold in strict confidence, all such confidential information. This restriction shall survive termination of your employment with the Company without limit in point of time but shall cease to apply to information or knowledge which may come into the public domain without any of fault on your part.
- 6.2 You shall not during the term of your employment or at any time thereafter, use or permit to be used, any information, notes or memoranda relating to the business and/ or transactions of the Company and/or its affiliates/associates/group companies which may come to your knowledge and/ or possession by virtue of his employment with the Company for any purpose other than for the benefit of the Company.
- 6.3 You acknowledge that the breach of any of the provisions of Clause 6 hereof will cause irreparable loss and harm to the Company which cannot be reasonably or adequately compensated by damages in an action at law, and accordingly, the Company will be entitled, to injunctive and other equitable relief to prevent or cure any breach or threatened breach thereof, but no action for any such relief shall be deemed to waive the right of the Company to an action for damages.

7. LEAVES AND OTHER SERVICE BENEFITS:

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- 7.1 You will be entitled to a total of 30 (thirty) days of General Leaves in a calendar year which shall be inclusive of casual, sick, privilege and annual leaves and shall be subject to any amendment, at the sole discretion of the Company and in accordance with the applicable laws.
- 7.2 Holidays and other service benefits shall be as per applicable laws and the rules of the management as framed from time to time and applicable to the managerial cadre employees in the office/establishment/department in which you are for the time being posted including maternity benefits as per the Parental Leave Policy of the Company, as applicable.
- 7.3 You are entitled to the certain benefits over and above your TCC. in accordance with the applicable policies of the Company, as amended from time to time, at Company's sole discretion. Currently, the following benefits are being provided to Band E1 employees:
- (i) Phone Usage Allowance (PUA) of INR 4000/- per month.
 - (ii) Smartphone reimbursement of INR 10,000/-; eligible for once every two years.
 - (iii) Group Term Life Insurance (GTLI) with an insurance coverage of INR 50,00,000/- (death arising due to any reason).
 - (iv) Group Personal Accidental Insurance (GPA) with an insurance coverage of INR 40,00,000/- (death/disabilities due to accidents).
 - (v) Complimentary Health Checkup: Once in every 3 years (Age: 18-35 years); Once in every 2 years (Age: 35-45 years); Once in a year (above 45 years).
 - (vi) Airtel Digital TV subscription allowance of Magnum SD package.

In addition to the above, you are eligible to avail educational program benefits in accordance with the Continuing Education Program Policy (CEP Policy), as amended from time to time, Currently, it allows reimbursement of 75% of specified course tuition fees, subject to a maximum of INR 5,00,000/- (Indian Rupees Five Lacs only).

8. RETIREMENT:

- 8.1 You shall retire on the attainment of 58 years unless specially required by the Company in writing to continue in service beyond this age. Your employment shall stand terminated on the last working day of the month of your retirement for which no notice shall be required.

9. CONTINUATION OF EMPLOYMENT:

- 9.1 It is understood that this employment is being offered to you on the basis of the particulars submitted by you with the Company at the time of recruitment process. However, if at any time it should emerge that the particulars furnished by you are false/incorrect or if any material or relevant information has been suppressed or concealed this appointment will be considered ineffective and irregular and would be liable to be terminated by the management forthwith. without notice. This will be without prejudice to the right of the management to take disciplinary action against you for the same.
- 9.2 Your appointment and its continuation is subject to your being medically fit and the Management reserves its right to ask you to undergo medical examination, as and when deemed necessary.

10. GOVERNING LAW AND JURISDICTION:

- 10.1 This appointment letter shall be governed and construed in accordance with the laws of India. It is agreed that any dispute of whatsoever nature between you and management will be subject to exclusive jurisdiction of courts of [Delhi] whether they be civil courts, labour courts, industrial tribunals or any other courts or authority

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of whatsoever nature.

In case this offer of employment is acceptable to you, as a token of your acceptance of the terms and conditions of employment offered, please accept the offer online by clicking the Accept Button. You are also requested to indicate the date on which you are willing to join the Company.

Yours faithfully,

Authorized Signatory
Bharti Airtel Ltd.

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above.

Dated _____

Suraj Yadav-Signature

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Farrukh Nagar - 123506

**ANNEXURE A:**

Name **Suraj Yadav**
Job Name **Software Engineer – React Native**
Department: **Engineering.Digital Experience**
Band **E1**
D.O.J **28/06/2022**

Proposed Total Cost to Company (TCTC) Breakup:

Sr. No.	Components	Amount (INR Per Annum)
I.Fixed Components (Mandatory)		
1	Basic	5,60,000
2	PF(at 12% of Basic Salary)**	67,200
3	Gratuity	26,936
Total – I		6,54,136
II.Flexible Benefits Plan (Optional Cafeteria Basket)		
1	HRA/CLA	Upto 50% of Basic Salary, As per company policy
2	LTA Reimbursement	Actuals, as Opted for
3	Special Allowance	Actuals, as Opted for
4	Medicclaim Insurance	As per Company Policy
Total – II		7,45,864
Total Fixed Pay (A) = I + II		14,00,000
Total Variable Pay (B)*		0
Total Cost to the Company (TCC) = A + B		14,00,000
*Payable as per the Annual Performance Bonus Scheme and Annual Performance Bonus Policy or SIP Policy of the Company, as applicable of the Company.		
** Flexibility to choose PF contribution at the time of joining - employee can choose PF contribution of INR 1,800 per month (12% of INR 15,000) i.e. minimum statutory limit instead of 12% of Basic Salary. The remaining amount will be adjusted in Flexible Benefits Plan. This choice can be exercised only at the time of joining and cannot be changed at a later date.		
Any amount incurred by the Company for your relocation expenses or paid to you by the Company in lieu of notice pay buyout or as joining bonus will be recovered in full in case you exit from the Company before completing one year of service from your date of joining and any taxes paid / payable on the same shall be borne by you		

Yours faithfully,

Authorized Signatory
Bharti Airtel Ltd.

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above

Dated _____

Suraj Yadav-Signature

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**ANNEXURE C:
Joining Bonus Recovery Agreement**

The Company has agreed to pay you a joining bonus of Rs.2,00,000, subject to applicable taxes. The Joining Bonus will be paid along with your first month's salary. In the event of you leaving the services of the Company prior to the expiry of one (1) year from the date of joining, the amount paid as Joining Bonus shall be recovered by the Company in full and you expressly agree that any taxes paid / payable on the same shall be borne by you.

Yours faithfully,

Authorized Signatory
Bharti Airtel Ltd.

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above.

Dated _____

Suraj Yadav-Signature

Regd. Office: Bharti Crescent, 1, Nelson Mandela Road, Vasant Kunj Phase II, New Delhi - 110 070, India

Tel: +91 11 4666 6100 Fax: +91 11 4166 6137 E-mail: 121@in.airtel.com, **Principal**

Corporate Identity Number: L74899DL1995PLC0706


Dr. Prakash Chandra
Dronacharya College of Engg.
Farrukh Nagar - 123506



**ANNEXURE E:
Notice Pay Recovery Agreement**

The Company has agreed to compensate you for your notice pay payable to your last employer for an early relieving. The notice pay will be paid along with the following month's salary upon submission of proof of the actual amount deducted by your last employer. In the event you of leaving the services of the company prior to the completion of one (1) year from the date of joining, the amount paid to you as notice pay shall be recovered by the company in full and you expressly agree that any taxes paid / payable on the same shall be borne by you

Yours faithfully,

Authorized Signatory
Bharti Airtel Ltd.

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above.

Dated _____

Suraj Yadav-Signature

Regd. Office: Bharti Crescent, 1, Nelson Mandela Road, Vasant Kunj Phase II, New Delhi - 110 070, India

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Corporate Identity Number: L74899DL1995PLC070609


Principal
Dronacharya College of Engg.
Farukh Nagar - 122506

OFFER LETTER

Riya Grover

H.No 22/31, Gali no 3, Phase 2, Laxman Vihar, Gurgaon, Haryana - 122001

Date: 13-06-2022

Dear Riya,

Sub: Offer of Employment

Congratulations and welcome to AKQA. We are delighted that you have decided to join our award-winning brand of innovators, story tellers, and entrepreneurs at AKQA.

I am delighted to offer you on behalf of **AKQA MEDIA INDIA PRIVATE LIMITED** (the "Company") a position of **Associate Software Engineer** on the terms that include:

FIXED SALARY PER YEAR : INR 6,00,000

LEAVES : Total 47 Leaves- 18 days of earned leaves, 7 days of casual leaves, 10 days of sick leaves and 12 days of calendar holidays for the whole calendar year, as per the leave policy of the Company, which may be modified by the Company from time to time.

HEALTH INSURANCE : Medical insurance for Family as per the Company Policy

NOTICE PERIOD TO BE GIVEN BY THE EMPLOYEE : As per the Company Policy

COMMENCEMENT DATE : To be decided and communicated separately (Tentatively in July2022)

You will be entitled to a one-time Joining Bonus of Rupees One Lakh only (INR 1,00,000 only). This amount will be paid to you on successful completion of your probation period of six-months. The one-time Joining Bonus amount will be recovered from you if your last working date with AKQA is on or before completion of twelve-months from your start date.

This offer is subject to the following conditions:

- you are having the legal right to live and work in India and producing all documents which may be reasonably requested by the Company before or after your employment commences (which we will copy before returning to you)
- the Company having received two references which it regards as satisfactory (one of which must be from your current or most recent employer)
- your clearing any additional pre-employment checks carried out by the Company from time to time (including but not limited to any additional checks required given the nature of the role you are employed to do) to the Company's satisfaction, and which may be notified to you in due course

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Village Marol, Andheri (East)
Mumbai-400099


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Corporate Office:
5th to 8 Floor,
Tower B, DLF Cyber Park, 405-B, Sector-20,
Gurgaon 122016.
info@akqa.com

- d) As a part of the joining formalities, please note that you would be required to submit to us the following documents either on or before your start date:
- Background verification form (will be sent to you separately)
 - Proof of date of birth and 3 passport sized photographs
 - Certificate of Highest Qualification
 - Relieving letter from your current organization / resignation acceptance / experience letter
 - Copy of Pan card, salary certificate / copy of Form16 from the previous employer
 - Medical fitness certificate from a registered medical practitioner
- e) And you signing an employment contract with the Company as per the standard terms and format. It is clarified that signing of this Offer Letter does not confirm your employment with the Company and the same shall be crystalized after the said employment contract is executed between you and the Company.

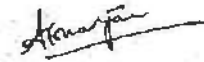
Please sign this Offer Letter and return it to me within 3 days of the date of receipt of this Offer Letter or this offer shall be deemed withdrawn.

By accepting this offer, you confirm that your employment with the Company will not be in breach of any obligations you have to your current or former employer.


We welcome you to the AKQA family and wish you the very best.

I look forward to hearing from you.

Yours sincerely,



Anurag Bhatnagar
General Manager
AKQA MEDIA INDIA PRIVATE LIMITED



Principal
Dronacharya College of Engg.
Farukh Nagar - 122506

Compensation offer breakdown

Name	Riya Grover
Designation	Associate Software Engineer
Location	Gurugram
CTC offered	6,00,000

Detail	Per Annum	Per Month	Remarks
Basic	1,92,000	16,000	Monthly
HRA	96,000	8,000	Monthly
Sub Total (a)	2,88,000	24,000	
Flexible Compensation Plan (FCP)*			
Meal Coupon	26,400	2,200	Monthly
Telephone + Internet Reimbursement	36,000	3,000	Monthly
Fuel & Maintenance (4 Wheeler Self Owned)	21,600	1,800	Monthly
LTA	88,400	7,367	Annual
Special Allowance	1,16,560	9,713	Monthly
Sub Total (b)	2,88,960	24,080	
Provident Fund (Employers Contribution)	23,040	1,920	Monthly
Sub Total (c)	23,040	1,920	
CTC (a+b+c)	6,00,000	50,000	Monthly

*** Flexible Compensation Plan (FCP)**

The Flexible Compensation Plan included a range of options for you to choose from depending on your needs. For any changes or more details in the above break up, please do get in touch with the HR department.

Gratuity

Gratuity payments as per applicable law

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 5th to 8 Floor,
 Tower B, DLF-Cyber Park, 405-B, Sector-20,
 Udyog Vihar, Phase-III, Gurgaon 122016.
 info@akqa.com

OFFER LETTER

Shubham Sharma

RZ-73 , Block-O , New Roshanpura Nazafgarh, New Delhi- 110043

Date: 17-06-2022

Dear Shubham,

Sub: Offer of Employment

Congratulations and welcome to AKQA. We are delighted that you have decided to join our award-winning brand of innovators, story tellers, and entrepreneurs at AKQA.

I am delighted to offer you on behalf of **AKQA MEDIA INDIA PRIVATE LIMITED** (the "Company") a position of **Associate Software Engineer** on the terms that include:

FIXED SALARY PER YEAR : INR 6,00,000

LEAVES : Total 47 Leaves- 18 days of earned leaves, 7 days of casual leaves, 10 days of sick leaves and 12 days of calendar holidays for the whole calendar year, as per the leave policy of the Company, which may be modified by the Company from time to time.

HEALTH INSURANCE : Medical insurance for Family as per the Company Policy

NOTICE PERIOD TO BE GIVEN BY THE EMPLOYEE : As per the Company Policy

COMMENCEMENT DATE : To be decided and communicated separately (Tentatively in July2022)

You will be entitled to a one-time Joining Bonus of Rupees One Lakh only (INR 1,00,000 only). This amount will be paid to you on successful completion of your probation period of six-months. The one-time Joining Bonus amount will be recovered from you if your last working date with AKQA is on or before completion of twelvemonths from your start date.

This offer is subject to the following conditions:

- a) you are having the legal right to live and work in India and producing all documents which may be reasonably requested by the Company before or after your employment commences (which we will copy before returning to you)
- b) the Company having received two references which it regards as satisfactory (one of which must be from your current or most recent employer)

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Udyog Vihar, Phase-III, Gurgaon 122015
info@akqa.com

- c) your clearing any additional pre-employment checks carried out by the Company from time to time (including but not limited to any additional checks required given the nature of the role you are employed to do) to the Company's satisfaction, and which may be notified to you in due course
- d) As a part of the joining formalities, please note that you would be required to submit to us the following documents either on or before your start date:
- Background verification form (will be sent to you separately)
 - Proof of date of birth and 3 passport sized photographs
 - Certificate of Highest Qualification
 - Relieving letter from your current organization / resignation acceptance / experience letter
 - Copy of Pan card, salary certificate / copy of Form16 from the previous employer
 - Medical fitness certificate from a registered medical practitioner
- e) And you signing an employment contract with the Company as per the standard terms and format. It is clarified that signing of this Offer Letter does not confirm your employment with the Company and the same shall be crystalized after the said employment contract is executed between you and the Company.

Please sign this Offer Letter and return it to me within 3 days of the date of receipt of this Offer Letter or this offer shall be deemed withdrawn.

By accepting this offer, you confirm that your employment with the Company will not be in breach of any obligations you have to your current or former employer.

We welcome you to the AKQA family and wish you the very best.

I look forward to hearing from you.

Yours sincerely,



Anurag Bhatnagar
General Manager
AKQA MEDIA INDIA PRIVATE LIMITED

Shubham sharma

Compensation offer breakdown

Name	Shubham Sharma
Designation	Associate Software Engineer
Location	Gurugram
CTC offered	6,00,000

Detail	Per Annum	Per Month	Remarks
Basic	1,92,000	16,000	Monthly

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Udyog Vihar, Phase-III, Gurgaon 122016
info@akqa.com

HRA	96,000	8,000	Monthly
Sub Total (a)	2,88,000	24,000	
Flexible Compensation Plan (FCP)*			
Meal Coupon	26,400	2,200	Monthly
Telephone + Internet Reimbursement	36,000	3,000	Monthly
Fuel & Maintenance (4 Wheeler Self Owned)	21,600	1,800	Monthly
LTA	88,400	7,367	Annual
Special Allowance	1,16,560	9,713	Monthly
Sub Total (b)	2,88,960	24,080	
Provident Fund (Employers Contribution)	23,040	1,920	Monthly
Sub Total (c)	23,040	1,920	
CTC (a+b+c)	6,00,000	50,000	Monthly

*** Flexible Compensation Plan (FCP)**

The Flexible Compensation Plan included a range of options for you to choose from depending on your needs. For any changes or more details in the above break up, please do get in touch with the HR department.

Gratuity

Gratuity payments as per applicable law



Shubham sharma

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Udyog Vihar, Phase-III, Gurgaon 122016

info@akqa.com

Date- 26th July, 2022

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Mr. Shubham Sharma** of **Dronacharya College of Engineering**, has completed his Internship in Amantya Technologies Pvt. Ltd from 16th May 2022 to 15th July 2022. He was actively & diligently involved in the projects and tasks assigned to him.

During his internship, we found him punctual, hardworking, diligent and honest in performing his duties. He is confident, professionally sound.

We wish him all the best for his future endeavour.

Yours faithfully

For Amantya Technologies Pvt. Ltd.



Preeti Singhwal
Manager-Human Resources

Accepted By



Shubham Sharma
Software Engineer-Intern

Email: info@amantyatech.com || Phone: +91 79825 73857 ||
Office: Amantya Technologies - Unitech Cyber Park, 12th Floor, Tower
B- Sector 39- Gurugram, Haryana, 122002.

Principal
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Farrukh Nagar - 123506

OFFER LETTER - CONFIDENTIAL**13th May, 2022**

Ms. Riya Grover,
22/31 ,Awaj Kunj Society, Laxman
Vihar , Gurgaon ,Haryana 122001

Dear Ms. Riya,

On behalf of Amantya Technologies India Pvt. Ltd., it is my pleasure to confirm our offer of employment to you as **"Software Engineer"** for India operations. We extend this offer, and the opportunity, with great confidence in your abilities. You made a very favourable impression with everyone you met, and we are excited with the prospect of your joining our company.

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

Designation: **Software Engineer**
Total Cost to Company: **INR 5,55,000.00/- per annum**
(INR Five Lacs Fifty-Five Thousand Only).
Proposed Compensation: **As Detailed in Annexure I**

The above benefits will be subject to applicable law or the rules of the Company in force from time to time, and as may be modified by the Company in its sole discretion from time to time. The company will make such deductions as may be necessary for compliance with State / Central tax laws.

We would like you to start work on & before **16th May, 2022 at 10:00 AM**. Please report to Office (address given below), for documentation and orientation. If this date is not acceptable, please contact us immediately.

Your Initial Posting will be at Gurgaon, India. However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time.

Employee Benefits: You will be covered under Group health Policy during your tenure applicable to Employee, Spouse, 2 Dependent Children. You can cover your dependent Parents by paying additional premium on your own.

Probation & Confirmation: The probation period is for **Six (6) months**. Company, based on your performance, could extend or shorten this period. If your performance is found good, your employment will be confirmed.

Full time Work: You shall be in whole time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take any other work for remuneration [part time or otherwise] or work on advisory capacity or be interested directly or indirectly [except as share or debenture holder] in any other trade or business during the employment with the Company.

Office Timings: Your working hours will be from **9AM to 6PM**. Your work timings might vary if you are working for a client. However, we expect due flexibility to meet work demands by putting extra hours of efforts if required.

Email: info@amantyatech.com || Phone: +91 79825 73857 ||

Office: Amantya Technologies - Unitech Cyber Park, 12th Floor, Tower B- Sector 39- Gurugram,
Haryana, 122002.


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Notice Period: You are required to give **3 months' notice** in writing of your intention to discontinue your employment with the company during your probation period. The notice period to be provided by both you and the company shall be 3 months' (or pay in lieu thereof) after the confirmation of your services.

No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible to proceed on such leave during the notice period.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

Your duties will include for efficient, satisfactory and economical operations in responsibility that may be assigned to you time to time.

The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

Employees who do not complete their probation period would not be eligible for promotion, salary increase and incentive payments. Such benefits will be held back till the successful completion of probation.

Your increment/incentives promotions will be depending at the sole discretion of the management depending upon the efficiency, intelligence, rating in the performance review, regular attendance, sense of discipline and good behavior and subject to the prosperity of the organization.

In your work for Company, you will not disclose or make use of any information or trade secrets in violation of any agreements with or rights of any such previous employer or other party, and you will not bring to Company premises any copies or other tangible embodiments of non-public information belonging to or obtained from any such previous employment or other party.

In case any information furnished by you, either in your application for employment or during the selection process is found to be incorrect/false, and /or if it is found that you have suppressed any material information in respect of your qualifications and past experience, the Company reserves the right to terminate your services any time without notice or compensation in lieu of notice.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, latest by **Saturday, 14th May, 2022** failing which the offer shall stand withdrawn.

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

Sincerely,

Email: info@amantyatech.com || Phone: +91 79825 73857

Office: Amantya Technologies - Unitech Cyber Park, 12th Floor, Tower B- Sector 39- Gurugram,
Haryana, 122002.


Principal
Dronacharya College of Education,
Farukh Nagar - 123506



Dr. Praveen Gupta
Vice President Global-Human Resources
Amantya Technologies

Note: The above terms & conditions mentioned in the offer letter are subject to change during the tenure of service at the sole discretion of management.

I, **Riya Grover**, agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before **Monday, 16th May, 2022**.

Signature

Name

Date

Email: info@amantyatech.com || Phone: +91 79825 73857 ||
Office: Amantya Technologies - Unitech Cyber Park, 12th Floor, Tower B- Sector 39- Gurugram,
Haryana, 122002.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Annexure I

Name	Riya Grover	
Designation	Software Engineer	
Components- A	Per Month	Per Annum
Basic	22,917	2,75,000
HRA	9,167	1,10,000
Special Allowance	2,939	35,265
Flexible Benefit Plan Distribution-B		
Leave Travel Allowances	1,909	22,908
Phone Allowances	2,000	24,000
Fuel Allowances	1,800	21,600
Meal Coupon	2,200	26,400
Gross Salary	42,931	5,15,173
Statutory Deductions - C		
PF (Employer Contribution)	1,800	21,600
Gratuity	1,102	13,228
Professional Tax	-	-
Fixed Cost to Company (A + B+C)	45,833	5,50,000
Annual Insurance		5,000
Total Cost to the Company (TCC)		5,55,000

The above Salary is subject to TDS as per the prevailing rules.

Over and above the annual salary, Company is providing you Insurance coverage under the Group Medical Cover (GMC).

1. HRA is an indicative number, this will vary based on the percentage of HRA you elect for each financial year.
2. Gratuity is payable as per the Gratuity Act. The Value is indicative as Gratuity amount will be paid only on separation, provided employee has completed eligible years of continuous service as on the exit date.
3. Gross Payout= Fixed Salary - PF (Employee and Employer) - LWF/PT - Gratuity
4. Annual Incentive if applicable is payable at the end of financial year after appraisal based on your performance rating on pro rata basis.
5. MIP is based upon Company overall performance and revenue target of that current year.

Annexure II

Please submit scanned copies of the below mentioned documents, latest by the date mentioned in your appointment letter:

- Degree/Semester Marks Cards for all courses pursued (full time / distance learning)
- Proof of present and permanent residence address
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or Xth Standard Mark Sheet with Date of Birth)
- PAN Card
- 12 BB Form
- Aadhar Card/Passport
- 3 months' Salary Slip
- Experience/Relieving letter of your previous company
- 2 Passport size photographs

Email: info@amantyatech.com || Phone: +91 79825 73857 ||

Office: Amantya Technologies - Unitech Cyber Park, 12th Floor, Tower B- Sector 29, Connaught Place, Harvana, 122002.

Dronacharya College of Engg.
Farrukh Nagar - 123606

Dear Sonam Khatri,

We are excited that you have accepted the IND Intern role with Aon. As per our agreement your date of joining Aon will be 4/28/2022 (MM/DD/YYYY).

Please find below the link to view the **Appointment Letter and Background Verification Guidelines Document**.

- Appointment Letter confirms the terms and conditions of your employment as discussed with your recruiter
- Compensation & Benefits Statement will provide you an outline of your total compensation, the value associated with each component and the benefits offered to our colleagues.

Link to view and electronically sign the appointment Letter: <https://india-careers-aon.icims.com/r.jsp?oa=53195>

Login Name to view and electronically sign the offer letter is sonamkhatr4415441

(If you do not know your password, you can reset it here). If the link to reset password doesn't work – please enter Login Name and click on Forgot Password > Enter your email id on the window opened and refer your mailbox to reset password.

To sign it electronically click on the 'START' option > Read the entire Appointment letter carefully and click the 'FINISH' option once done.

Candidate Declaration Form.

Please note that it is mandatory for you to electronically sign the Candidate Declaration Form after digitally accepting the offer letter through docu-sign.

Kindly refer to the below link to sign the same:


Click to Complete

(Use the same login name and password as mentioned above to sign the form)

NOTE:

Your offer process would be completed after you complete the below steps:

- Sharing your acceptance on email copying your Recruiter.
- Electronically sign the Appointment Letter.
- Electronically sign the Candidate Declaration Form


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



Offer of Engagement

1 message

Prakriti Singh <Prakriti.Singh@apothecaries.net>

Fri, Oct 8, 2021 at 6:38 PM

To: Akshit Kathait <akshitkathait7@gmail.com>

Cc: Sudershana Sehdev <Sudershana.Sehdev@apothecaries.net>, Deepak Khanna <Deepak.Khanna@apothecaries.net>

Dear Akshit,

Congratulations!

Apothecaries Pvt. Ltd. has agreed to avail your professional services and retain you as Executive – Information Management, based on the review of information provided by you.

Your services will be engaged through a Professional Services Agreement, and we expect you'd be available to initiate providing services as soon as possible, latest by 11Oct21.

You will be compensated with a total of up to Rs. 5,50,000 per year, which includes:

1. A fixed retainership amount of Rs. 5,00,000 payable in 12 monthly instalments, and
2. An additional amount of Rs. 50,000 based on evaluation of quality of your Services at the end of each calendar year.

We look forward to receiving your confirmation of concurrence with the above, and your planned date for commencement of services. Soon after receiving your communication, we will share a list of documents that are required for internal administrative processes at our end. The documents will have to be received and validated before execution of the Professional Services Agreement from our end, and commencement of your services.

We look forward to a prosperous and mutually beneficial long-term professional relationship with you.



Cordially, Prakriti Singh, Associate-Human Resources

Apothecaries Clinical Research | 876, Udyog Vihar Phase V, Gurgaon 122 016, HR. Delhi NCR. India.

Principal
Dronacharya College of Engg.
Farukh Nagar - 123506



Private & Confidential

24 March, 2022

Dear Dovkush Sharma,

Congratulations on clearing our interviews. I'd like to welcome you to the Appbrew. I'm very happy to make you an offer to join us in the capacity of an Engineer, which is what everyone in the tech team calls themselves.

As you'll soon discover, it involves wearing every possible hat, including product manager, quality assurance, data analyst and every now and then a customer support executive. We really hope you love it as much as we do.

Your compensation will be a fixed CTC of INR 10.5L and stock options worth INR 1.5L .

Annual Salary (INR)	10,50,000
Monthly Salary (INR)	87,500
Basic Monthly (INR)	61,250
HRA (INR)	17,500
Other Allowance (INR)	8,750

The stock options worth 1.5L INR will vest over 4 years and have a cliff of 1 year. The paperwork for the same will be shared upon completion of probation.

Working Days - Appbrew has a 5 day work week

Leave policy - Appbrew has an unlimited leave policy and includes all mandatory national holidays

Probation policy - Everyone joining Appbrew has a probation period of 2 months.

Notice Period - After the probation period, the termination of the employment can be done by both parties upon giving a month's notice in advance.

I wanted to thank you in particular for considering joining an early-stage startup. It's never an easy decision, particularly when there are so many great opportunities for a fantastic engineer like you. We'll try our very best to make it worth your while.

All of us here at Appbrew are very excited at the prospect of you working with us very soon, and keenly look forward to it.

Authorised Signatory

Sharat Chandra

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Congratulations! You are the chosen one (Annukirti)

Inbox

plnventiv <career@apnventiv.com>

Hi,

Dear prosperous Appinventiv Family!

As stated by thanking you for taking the time out to e-meet with us.

As ultimately performed well in the interview, rating as the best fit for the applied position.

our company. It is with profound happiness that I inform you that you have been selected for the role of "Software Trainee/Engineer" based on your impressive interview. You will be offered a package which will be performance based. The package will be INR 3,60,000 + 20,000 annually.

As you are subject to a legal employment bond for 2 years starting from the date of joining at the company.

As you are a person with great potential and competence and that you would continue to show the same zest and diligence towards your work, commitment towards the organization, and dedication in helping our company achieve its goals and receiving the official offer letter, you would be introduced to our organization's policies, procedures, and code of conduct, among other things.

As you are a person with great potential and a prolific career, here with us at Appinventiv Technologies - where we redefine experiences.

As you are a person with great potential and a prolific career, here with us at Appinventiv Technologies - where we redefine experiences. We will be available by - 11:00 AM, 6th December 2021.

Please find all the below-mentioned documents required (Scanned Photos) at the earliest in a zip folder format & carry all the original documents for verification purpose.

- 1. Educational Documents
- 2. Copies of Pan Card and Aadhar Card
- 3. Passport size photographs
- 4. Please carry original documents for verification purposes

As you are a person with great potential and a prolific career, here with us at Appinventiv Technologies. We will be available by - 11:00 AM, 6th December 2021.

As you are a person with great potential and a prolific career, here with us at Appinventiv Technologies. We will be available by - 11:00 AM, 6th December 2021.

As you are a person with great potential and a prolific career, here with us at Appinventiv Technologies. We will be available by - 11:00 AM, 6th December 2021.

As you are a person with great potential and a prolific career, here with us at Appinventiv Technologies. We will be available by - 11:00 AM, 6th December 2021.



Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: सचिन सहरण <saharansachin100@gmail.com>
Sent: Thursday, December 2, 2021 11:23 AM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Congratulations! You are the chosen one (Sachin Saharan)

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

From: Career Appinventiv <career@appinventiv.com>
Date: Thu, 2 Dec 2021, 11:13
Subject: Congratulations! You are the chosen one (Sachin Saharan)
To: सचिन सहरण <saharansachin100@gmail.com>

Dear Sachin,

Welcome to our prosperous Appinventiv Family!

I would like to start by thanking you for taking the time out to e-meet with us.

You have indubitably performed well in the interview, faring as the best fit for the applied position.

On behalf of our company, it is with profound happiness that I inform you that you have been selected for the role of "Software Trainee/Engineer" based on your impressive interview. You are entitled to a stipend of 12,000 for the next six months of your joining. On successful completion of 6 months you will be offered a package which will be performance based.

The Bandwidth will be INR 3, 60,000-4, 20,000 annually

This employment is subject to a legal employment bond for 2 years starting from the date of joining of the employee.

We have no reservations regarding your potential and competence and that you would continue to show the same zest and diligence towards your work, commitment towards the organization, and dedication in helping our company achieve excellence.

Upon joining us and receiving the official offer letter, you would be introduced to our organization's policies, procedures, and code of conduct, among other things.

Sending all the wishes your way for a prosperous and prolific career, here with us at Appinventiv Technologies - where we redefine experiences.

Do not hold back in contacting us regarding any query; we are always available and happy to help!
Make sure to be available by - 11:00 AM, 6th December 2021.

Please e-mail us all the below prominent documents required (Scanned Photos) at the earliest in a zip folder format & carry all the original documents for verification purpose.

- All Educational Documents
- 2 copies of Pan Card and Aadhar Card
- 4 passport size photographs
- **Please carry original documents for verification purposes**


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Please fill below link at the earliest convenience to process the joining formalities.

Joining Formalities Form: <https://forms.gle/VcYS5gfTaAychgPp7>





Note: For accepting the job opportunity, please revert us back within 24 hours of receiving this email.

Looking forward to this amazing partnership!



Niharika Rawat
Asst. Manager HR
HR | Appinventiv



 [120-4174793](tel:120-4174793) | [8448182015](tel:8448182015)
 niharika.rawat@appinventiv.com
 www.appinventiv.com
 B - 25, Sector 58, Noida

A handwritten signature in blue ink, appearing to be 'D. D. D.', written over a horizontal line.

Principal
Dronacharya College of Engg.
Farrukh Nagar - 122506

Admission Dronacharya Group of Institutions

From: Vivek Sharma <viveksharma10.in@gmail.com>
Sent: Monday, January 2, 2023 11:43 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Congratulations! You are the chosen one (Vivek Sharma)

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

From: VIVEK SHARMA <vivek.21216@ggnindia.dronacharya.info>
Date: Mon, 2 Jan 2023, 7:35 pm
Subject: Fwd: Congratulations! You are the chosen one (Vivek Sharma)
To: viveksharma10.in@gmail.com <viveksharma10.in@gmail.com>

----- Original Message -----

From: Career Appinventiv <career@appinventiv.com>
To: vivek.21216@ggnindia.dronacharya.info, viveksharma10.in@gmail.com
Date: 12/02/2021 11:07 AM IST
Subject: Congratulations! You are the chosen one (Vivek Sharma)

Dear Vivek,

Welcome to our prosperous Appinventiv Family!

I would like to start by thanking you for taking the time out to e-meet with us.

You have indubitably performed well in the interview, faring as the best fit for the applied position.

On behalf of our company, it is with profound happiness that I inform you that you have been selected for the role of "Software Trainee/Engineer" based on your impressive interview. You are entitled to a stipend of 12,000 for the next six months of your joining. On successful completion of 6 months you will be offered a package which will be performance based.

The Bandwidth will be INR 3, 60,000-4, 20,000 annually

This employment is subject to a legal employment bond for 2 years starting from the date of joining of the employee.

We have no reservations regarding your potential and competence and that you would continue to show the same zest and diligence towards your work, commitment towards the organization, and dedication in helping our company achieve excellence.

Upon joining us and receiving the official offer letter, you would be introduced to our organization's policies, procedures, and code of conduct, among other things.

Sending all the wishes your way for a prosperous and prolific career, here with us at Appinventiv Technologies - where we redefine experiences.


Principal
Dronacharya College of Engg.
Farrukh Nisar - 122500

Do not hold back in contacting us regarding any query; we are always available and happy to help!

Make sure to be available by - **11:00 AM, 6th December 2021.**

Please e-mail us all the below prominent documents required (Scanned Photos) at the earliest in a zip folder format & carry all the original documents for verification purpose.

- All Educational Documents
- 2 copies of Pan Card and Aadhar Card
- 4 passport size photographs
- **Please carry original documents for verification purposes**

Please fill below link at the earliest convenience to process the joining formalities.

Joining Formalities Form: <https://forms.gle/VcYS5gfTaAvchgPp7>

Note: For accepting the job opportunity, please revert us back within 24 hours of receiving this email.

Looking forward to this amazing partnership!







Niharika Rawat

Asst. Manager HR

HR | Appinventiv

 **appinventiv**



 [120-4174793](tel:120-4174793) | [8448182015](tel:8448182015)
 niharika.rawat@appinventiv.com
 www.appinventiv.com
 B - 25, Sector 58, Noida


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: TPO <tpo@gnindia.dronacharya.info>
Sent: Saturday, October 23, 2021 11:57 AM
To: 'TPO'
Cc: 'Director Director'; principal@ggnindia.dronacharya.info
Subject: Regarding Selection at Appinventiv Technologies || Batch 2022
Attachments: image001.png; image002.gif

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Ma'am,

Congratulations!!

Please find the list of final selects from the drive. Their joining date will be confirmed soon to you, Kindly block them for Appinventiv.

Annukirti	Dronacharya College Of	annukirti2000@gmail.com
Vivek Sharma	Dronacharya College of Engineering, Gurgaon	vivek.21216@ggnindia.dronacharya.info
Sachin Saharan	Dronacharya college of Engineering	saharansachin100@gmail.com

Thanks & Regards,

Richa Jaiswal

Training & Placement Officer,

Dronacharya Group of Institutions,

Phone: 0120- 2322022

Extension: 227

Mobile: 8960322672, 9910380105

E-mail: tpo@gnindia.dronacharya.info

Website: www.dronacharya.info

Address: 27, Knowledge Park III – Greater Noida – 201 306 (U.P)

DRONACHARYA

Group of Institutions



A Clean Environment is a Safe Environment.

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Rohit Yadav <rohit.yadav@appletree.co.in>
Sent: Monday, December 13, 2021 11:02 AM
To: 'TPO'
Cc: 'vir'; 'Shantwan'; 'vir'; principal@ggnindia.dronacharya.info
Subject: RE: REQUIRED INTERN FOR DESIGN, PROJECT & PURCHASE DEPARTMENT.
Attachments: image001.png; image006.jpg; image007.png; image003.png

Importance: High

Follow Up Flag: Follow up
Flag Status: Completed

Dear Mam,

This is with reference to the trailing mail on the subject we selected below candidates for internship in our organisation.

1. Lakshay Sharma – Design.
2. Anshuman Hasija – Production.
3. Ashish Bhankar- Technical Purchase & projects.
4. Chirag Saini- production.

You are requested to send them as earliest as possible to join.

Thanks & Regards
Rohit Yadav
9873191918



Appletree Building Maintenance Pvt. Ltd.

LG-04,DLF Star Mall Sector-30, Gurgaon – 122022

Haryana, India

Mobile : +91-9873191918

Helpdesk : +91-9560593970

E Mail : Rohit.yadav@appletree.co.in

Website : www.appletree.co.in



From: TPO [mailto:tpo@ggnindia.dronacharya.info]

Sent: 29 November 2021 12:53

To: 'Rohit Yadav' <rohit.yadav@appletree.co.in>

Cc: 'vir' <vir@appletree.co.in>; 'Shantwan' <shantwan@appletree.co.in>; 'vir' <vir@appletree.co.in>;

principal@ggnindia.dronacharya.info; tpo@ggnindia.dronacharya.info

Subject: RE: REQUIRED INTERN FOR DESIGN, PROJECT & PURCHASE DEPARTMENT. Farrukh Nagar - 123506

Dronacharya College of Engg.
Farrukh Nagar - 123506

Dear Rohit Sir,

Greetings!!

Noted with Thanks!!

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Rohit Yadav [<mailto:rohit.yadav@appletree.co.in>]

Sent: Monday, November 29, 2021 12:38 PM

To: 'TPO'; principal@ggnindia.dronacharya.info

Cc: 'vir'; 'Shantwan'; 'vir'

Subject: RE: REQUIRED INTERN FOR DESIGN, PROJECT & PURCHASE DEPARTMENT.

Importance: High

Dear Mam,

Greetings of the day,

This is with reference to the trailing mail on the subject please find herewith attached file for interested candidates. You are requested to send and schedule face to face meeting with candidates in our head office on 30th November 2021 at 10:30AM.

Office Address: LG-04,DLF Star Mall Sector-30, Gurgaon – 122002,Haryana, India.

Thanks & Regards

Rohit Yadav

9873191918



Appletree

Appletree Building Maintenance Pvt. Ltd.

LG-04,DLF Star Mall Sector-30, Gurgaon – 122002

Haryana, India

Mobile : +91-9873191918

Helpdesk : +91-9560593970

E Mail : Rohit.yadav@appletree.co.in

Website : www.appletree.co.in



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

From: TPO [<mailto:tpo@ggnindia.dronacharya.info>]
Sent: 26 November 2021 18:40
To: 'Rohit Yadav' <rohit.yadav@appletree.co.in>
Cc: principal@ggnindia.dronacharya.info; tpo@ggnindia.dronacharya.info
Subject: RE: REQUIRED INTERN FOR DESIGN, PROJECT & PURCHASE DEPARTMENT.

Dear Rohit Sir,

Greetings!!

Please find attached database of interested students for your kind reference.

Looking forward to schedule.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Rohit Yadav [<mailto:rohit.yadav@appletree.co.in>]
Sent: Thursday, November 25, 2021 12:33 PM
To: tpo@ggnindia.dronacharya.info
Subject: REQUIRED INTERN FOR DESIGN, PROJECT & PURCHASE DEPARTMENT.
Importance: High

Dear Mam,

This is with reference to the subject as discussed please find herewith attached file for job description of design, purchase, production and Installation interns.

We require minimum five to six interns on priority.

For Purchase & Production we require fresher B.tech mechanical person who are ready to learn.

Thanks & Regards
Rohit Yadav
9873191918




Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Appletree Building Maintenance Pvt. Ltd.

LG-04,DLF Star Mall Sector-30, Gurgaon - 122022

Haryana, India

Mobile : +91-9873191918

Helpdesk : +91-9560593970

E Mail : Rohit.yadav@appletree.co.in

Website : www.appletree.co.in



**Principal
Dronacharya College of Engg.
Farukh Nagar - 123508**



Applied Techno Products

CIN 051030806021946304

Date : 22-02-2022
Ref. : ATPL/OAL_HR/03-21/01

Mr. Deepanshu Yadav,
Gali No.- 2, Shyam Kunj,
Near Maruti Kunj,
Bhondsi, Gurgaon

OFFER LETTER

Dear Mr. Yadav,

We are pleased to offer you the position of "Graduate Engineer Trainee" at Applied Techno Products Pvt. Ltd. This letter sets forth the key terms of your proposed employment with the Company but is not intended and shall not be construed as an employment contract. Your employment with the Company is contingent upon the accuracy of the information you have provided, as well as a complete background investigation and reference checks. In consideration of your employment, you agree to conform to the rules and regulations of the Company.

Proposed Start Date

Your proposed commencement date for the position of "Graduate Engineer Trainee" will be earliest possible but not later than 01.03.2022.

Duties and Responsibilities

You will perform those services that are reasonably associated with your title and position and those services reasonably assigned to you and that are commensurate with your position.

Work Discipline

You shall always maintain high standard of work discipline and good order in the Company.

Working Hours

The working hours of the Company are 9:30 AM to 6:00 PM. You shall be required to attend office and perform duties as assigned to you by the Company from time to time.

Salary

You will be on probation for a period of 6 months from date of joining. Your gross salary for the first three months of your probation period shall be Rs. 15,000/- per month. At the end of the three months, your gross salary may be increased up to Rs. 20,000/-, subject to satisfactory performance in the initial three-month period.

On successful completion of your probation period at the said date, you will be confirmed in writing to permanent services of the company. Your salary upon confirmation will be based on your performance during the probation



Corp. Office

303, Tower B, Millennium
Plaza, Sector 27
Gurugram - 122003,
Haryana, India
Tel : +91 (0124) 4288186
Tel : +91 (0124) 4288187
Tel : +91 (0124) 4288188

Works:

Plot No. 85,
Sector 44,
Gurugram - 122003,
Haryana, India
Tele : +91 (0124) 4217286
Tele : +91 (0124) 4217287
Tele : +91 (0124) 4217288

Regd. Office

D-14, L.G. Floor,
Pamposh Enclave,
Greater Kailash - I,
New Delhi 110048, India.
Tele : +91 (0124) 4288186
Tele : +91 (0124) 4288187
Tele : +91 (0124) 4288188
Tele : +91 (0124) 4288189

Web / email / GST

info@atplonline.net
sales@atplonline.net
quotes@atplonline.net
support@atplonline.net
www.atplonline.net
GST : 06AAAC0309G1ZB

Principal
Donacharya College of Engg.
Farukh Nagar - 122006



Applied Techno Products

CIN 051030806021846304

period. At the end of 12 months of your joining, you will be eligible for a bonus as per your performance during the period and prevailing market conditions.

If no written confirmation is made at the end of said date, the probation is deemed to have been extended and you will continue under probation during that period on the same terms and conditions as laid down in this letter. During the probation period salary will be deducted for any leaves taken.

During the employment with the company, you shall also be governed by the Company's policies and rules regarding leave, Gratuity, maternity benefit etc. and or any other such applicable policies which are or may be formulated by the Company from time to time. If the employee wishes to terminate his/her employment with the company during the probation period, employee shall be liable to pay his/her two months' salary to the company to cover for training & other expenses incurred on him/her.

You shall intimate the management of any change in your residential address/correspondence address, along with the contact phone numbers, failing which any communication sent on your last recorded address shall be deemed to have been secured on you.

During your employment with the Company, you may be entrusted with confidential and proprietary information. You agree that such information shall not be released or divulged, whether directly or indirectly, unless authorized by Company. Please further note that your compensation too, is a confidential matter between you and the company. You shall be required to strictly maintain the secrecy of the same and ensure that you shall not divulge or communicate in any manner, any information regarding your remuneration/terms of employment, to any other employee of the Company except to your Manager / Head.

If any information furnished by you in your application for employment, or during the selection process, is found to be incorrect/false, and/or if it is found that you have suppressed any material information in respect to your qualifications and experience, the company reserves the right to cancel this offer or terminate your services, at any time without notice.

At the time of joining, you are requested to submit copies of all documents as per ANNEXURE A. You are requested to carry originals as well. In the event of your failure to submit any of these documents, this offer shall be deemed to have been cancelled. You shall not be considered an employee of the Company for any purpose whatsoever.

Upon acceptance of this offer, please confirm by signing on the duplicate copy of this offer letter. By signing this letter, you acknowledge that the provisions of this offer letter are acceptable to you. Finally, by signing this letter, you are representing to the Company that you are not subject to any agreement (with a prior employer or otherwise) which would prohibit, limit or otherwise be inconsistent with your employment with the Company.



Corp. Office

303, Tower B, Millennium
Plaza, Sector 27,
Gurgaon - 122003
Haryana, India
Tel. : +91 (0124) 4288186
Tel. : +91 (0124) 4288187
Tel. : +91 (0124) 4288188

Works:

Plot No. 85,
Sector 44,
Gurgaon - 122003,
Haryana, India
Tele. : +91 (0124) 4217286
Tele. : +91 (0124) 4217287
Tele. : +91 (0124) 4217288

Regd. Office

D-14, L.C. Floor,
Pamposh Enclave,
Greater Kailash - I,
New Delhi 110048, India
Tele. : +91 (0124) 4288186
Tele. : +91 (0124) 4217286
Tele. : +91 (0124) 4288188

Web / email / GST

info@atplonline.net
sales@atplonline.net
quotes@atplonline.net
service@atplonline.net
www.atplonline.net
PAN - AABCA1309C
GST - 06AABCA1309C1ZB

Principal

Dronacharya College of Engg
Farukh Nagar - 125005



Applied Techno Products

CIN 051030806021948304

We take this opportunity of welcoming you to ATPL.

Yours Sincerely

For Applied Techno Products Private Limited

Divya Sharma

Executive HR

I accept this offer of employment with the Company and agree to the terms and conditions outlined in this letter.

Signature

Date



Corp. Office

303, Tower B, Millennium
Plaza, Sector 27,
Gurugram - 122003
Haryana, India
Tel. : +91 (0124) 4288186
Tel. : +91 (0124) 4288187
Tel. : +91 (0124) 4288188

Works:

Plot No. 85,
Sector 44,
Gurugram - 122003,
Haryana, India
Tele. : +91 (0124) 4217286
Tele. : +91 (0124) 4217287
Tele. : +91 (0124) 4217288

Regd. Office

D-14, L.O. Floor,
Pamposh Enclave,
Greater Kailash - 1,
New Delhi 110048, India.
Tele. : +91 (0124) 4288186
Tele. : +91 (0124) 4217286
Tele. : +91 (0124) 4217288

Web / email / GST

info@atpionline.net
sales@atpionline.net
quotes@atpionline.net
serv@atpionline.net
www.atpionline.net
AABCA1309C
GST: 06/AABCA1309C1ZB

Principal
Dronacharya College of Engg
Farukh Nagar - 120005



Applied Techno Products

CIN 051030806021946304

Annexure - A

Documents required (In Original & a copy) at the time of joining:

I. Educational and Technical Certifications

1. Copy of Standard X Certificate / Mark sheets
2. Copy of Standard XII Certificate /Mark sheets
3. Copy of Degree Certificate(s)/ Provisional – Graduate and Postgraduate Or, Copy of Mark Sheets of all years – all Graduate/Post Graduate Programs
4. Copy of any other Certifications/Course(s) attended

II. Employment History

1. Copies of previous Appointment Letters
2. Copies of previous Release or Experience Letters
3. Copy of latest Salary Certificate/ Form 16 & Salary Slip (from last Employer)

III. Copy of Passport & Pan Card

IV. Three passport size color photographs

V. Residence Proof



Corp. Office

305, Tower B, Millennium
Plaza, Sector 27,
Gurugram - 122003,
Haryana, India
Tel. : +91 (0124) 4288186
Tel. : +91 (0124) 4288187
Tel. : +91 (0124) 4288188

Works:

Plot No. 85,
Sector 44,
Curugram - 122003,
Haryana, India
Tele. : +91 (0124) 4217286
Tele. : +91 (0124) 4217287
Tele. : +91 (0124) 4217288

Regd. Office

D-14, L.G. Floor,
Pamposh Enclave,
Greater Kailash - II,
New Delhi 110048, India
Tele. : +91 (0124) 4288186
Tele. : +91 (0124) 4217286
Tele. : +91 (0124) 4217288

Web / email / GST

info@atpionline.net
sales@atpionline.net
quotes@atpionline.net
service@atpionline.net
www.atpionline.net
PAN : AABCA1309C
GST : PSAARCA1309C1ZB

Principal
Dronacharya College of Engg.
Faridkot Nagar - 123506

• APTIV •

25th March 2022

Mr. Hrithik Yadav
S/o Ashok Kumar
H No 1296, Sec 10A
Gurgaon , Haryana
PIN - 122001

LETTER OF INTENT

Dear Hrithik ,

With reference to your application and subsequent discussions, we have pleasure in offering you an appointment in our organization as:

- Designation : Graduate Engineer Trainee
- Level : 4.2
- Department : Product Engineering

Your initial work place will be at our facility in Pune ,Maharashtra , India. Your services, based on Job requirements, are liable to be transferred to any of our other Plants / Units / Divisions / Associate Concerns whether in existence or planned in future, within India or abroad.

During the Training Period of One Year you will be paid a stipend of INR. 36,000/- (Thirty Six Thousand Rupees per Month Only).

You are required to join the company on or before 4th April 2022 if this presents any concern/s, please let us know at your earliest convenience. If you are able to commence at an early date, we would be very delighted.

At the time of joining, you should bring the following documents:-

- Photocopies of Date of Birth, Educational Qualifications and other related certificates.
- Five recent passport size photographs.
- Aadhaar Card Copy
- Acceptance of resignation letter, relieving letter and service certificate.
- Photocopy of PAN Card. In case you have not been allotted a PAN Number, please submit acknowledged copy of the application form, or apply for a PAN Number on an immediate basis.

You will be placed on a probationary period of six months, during which time your performance will be regularly reviewed with you.

No other remuneration/benefits other than stipend would be payable/applicable unless specified by a separate written order or unless specifically applicable to your category of personnel.

Kindly sign the duplicate copy of this letter as a token of your having accepted this offer.

A detailed letter outlining the terms and conditions of your appointment will be issued to you on your joining us and complying with the above joining formalities as per rules of the company.

Sincerely,

For Aptiv Components India Pvt. Ltd.

Lokesh Kaushik
Senior Human Resources Manager – EDS India

I accept the above offer with the stipulated conditions. I shall be joining my duties on or before.....

(Hrithik Yadav)

Aptiv Components India Private Limited (CIN: U74899DL1995PTC067296)
(Formerly Delphi Automotive Systems Private Limited)
Plot No.7, Industrial Area, Dharuhera, Haryana (122106), INDIA
Tel: +91. 1274. 277500 Fax: +91. 1274. 277514
Registered Office: P – 24 Green Park Ext., New Delhi 110 016 INDIA.


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506



21st March 2022

Mr. Keshav Kumar
H No 1410 Street 81
Laxman Vihar, Gurgaon
Haryana - 122001

LETTER OF INTENT

Dear Keshav,
With reference to your application and subsequent discussions, we have pleasure in offering you an appointment in our organization as:

- Designation : Graduate Engineer Trainee
- Department : Product Engineering

Your initial work of place will be at our facility in Pune ,Maharashtra, India. Your services, based on job requirements, are liable to be transferred to any of our other Plants / Units / Divisions / Associate Concerns whether in existence or planned in future, within India or abroad.

During the Training Period of One Year you will be paid a stipend of INR. 36,000/- (Thirty Six Thousand Rupees per Month Only).

You are required to join the company on or before 4th April 2022 If this presents any concern/s, please let us know at your earliest convenience. If you are able to commence at an early date, we would be very delighted.

At the time of joining, you should bring the following documents:-

- Photocopies of Date of Birth, Educational Qualifications and other related certificates.
- Five recent passport size photographs.
- Aadhaar Card Copy
- Acceptance of resignation letter, relieving letter and service certificate.
- Photocopy of PAN Card. In case you have not been allotted a PAN Number, please submit acknowledged copy of the application form, or apply for a PAN Number on an immediate basis.

You will be placed on a probationary period of six months, during which time your performance will be regularly reviewed with you.

No other remuneration/benefits other than stipend would be payable/applicable unless specified by a separate written order or unless specifically applicable to your category of personnel.

Kindly sign the duplicate copy of this letter as a token of your having accepted this offer.

A detailed letter outlining the terms and conditions of your appointment will be issued to you on your joining us and complying with the above joining formalities as per rules of the company.

Sincerely,


For Aptiv Components India Pvt. Ltd.

Lokesh Kaushik
Senior Human Resources Manager – EDS India

I accept the above offer with the stipulated conditions. I shall be joining my duties on or before.....

(Keshav Kumar)

 Aptiv Components India Private Limited (CIN: U74899DL1995PTC067296)
(Formerly Delphi Automotive Systems Private Limited)
Plot No.7, Industrial Area, Dharuhera, Haryana (122106), INDIA
Tel: + 91. 1274. 277500 Fax: +91. 1274. 277514
Registered Office: P – 24 Green Park Ext., New Delhi 110 016 INDIA.


Principal
Dronacharya College of Engg.
Farukh Nagar - 125004

Admission Dronacharya Group of Institutions

From: Kumarr, Rakesh <rakesh.kumarr@aptiv.com>
Sent: Wednesday, March 23, 2022 5:42 PM
To: TPO; principal@ggnindia.dronacharya.info
Cc: Kaushik, Lokesh; Banerjee, Asmita; Dixit, Sunaina
Subject: RE: CAMPUS HIRING DETAIL ABOUT COMPANY
Attachments: image001.png; image002.png; image004.jpg; image006.png; image007.png; image008.png

Follow Up Flag: Follow up
Flag Status: Flagged

Hello Renu

Hope you doing well...

We are pleased to inform, that we've shortlisted below guys for GET positions from your campus They would be part of Aptiv Family as a Trainee for initial one year (stipend INR 36k per month), based on their performance / behavioral part 's assessment they will be regularized as a regular employee.

APTIV Components India Pvt. Ltd			
Name	Location	Function	On boarding day
Rahul Bhakuni	Dharuhera	Product Engineering	4th April
Sudhakar Pandey	Dharuhera	Production Control & Logistics	1st April
Keshav Kumar	Pune	Product Engineering	4th April

Thanks again for your continues support & sharing talented fresh candidates those will contribute their talent & growth for Aptiv and as well as for their successful life.

Regards'
Rakesh Kumar

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Wednesday, 16 March, 2022 4:10 PM
To: Dixit, Sunaina <sunaina.dixit@aptiv.com>
Cc: Kumarr, Rakesh <rakesh.kumarr@aptiv.com>; Kaushik, Lokesh <Lokesh.Kaushik@aptiv.com>; principal@ggnindia.dronacharya.info
Subject: RE: EXT SENDER - RE: CAMPUS HIRING DETAIL ABOUT COMPANY

Dear Sunaina Ma'am,

Greetings!!

As discussed, no one is available to attend the interview process tomorrow except Sudhakar Pandey.

We have lined up below students for recruitment process to be held tomorrow at 9 AM.

NAME	PASS OUT YEAR
Rahul Bhakuni	2022
Jaydeep Singh	2021
Lakshay Sharma	2022


Principal
Dronacharya College of Engg.
Farrekh Nagar - 122002

Sudhakar Pandey	2022
Hrithik Yadav	2022

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Dixit, Sunaina [<mailto:sunaina.dixit@aptiv.com>]

Sent: Monday, March 14, 2022 3:43 PM

To: TPO

Cc: Kumarr, Rakesh; Kaushik, Lokesh; principal@ggnindia.dronacharya.info

Subject: RE: EXT SENDER - RE: CAMPUS HIRING DETAIL ABOUT COMPANY

NAME	PASS OUT YEAR
Dev Godara	2022
Neeraj Singh Ahlawat	2021
Vishal Dhankhar	2021
Sudhakar Pandey	2022
Prince	2022

Dear Mam,

Please Ignore Below mentioned name,

As telephonic please consider above students for the interview at Dharuhera plant on 17th of march 2022.

Also make sure that all the students must carry all their documents along with them,

1. 2 passport size photo.
2. Attested copy of Aadhar card.
3. Photo copy of Academics.
4. Copy of CV.

Date: 17th of March 2022

Time: 9 Am Sharp.

Regards,

Sunaina

From: Dixit, Sunaina

Sent: Monday, March 14, 2022 3:16 PM

To: TPO <tpo@ggnindia.dronacharya.info>

Cc: Kumarr, Rakesh <rakesh.kumarr@aptiv.com>; Kaushik, Lokesh <Lokesh.Kaushik@aptiv.com>;

principal@ggnindia.dronacharya.info

Subject: RE: EXT SENDER - RE: CAMPUS HIRING DETAIL ABOUT COMPANY

Principal

Dronacharya College of Engg
Farrukh Nagar - 123506

NAME	PASS OUT YEAR
Necraj Singh Ahlawat	2021
Rahul Raj	2021
Vishal Dhankhar	2021
Sudhakar Pandey	2022
Prince	2022

Dear Mam,

As telephonic please consider above students for the interview at Dharuhera plant on 17th of march 2022.
Also make sure that all the students must carry all their documents along with them,

1. 2 passport size photo.
2. Attested copy of Aadhar card.
3. Photo copy of Academics.
4. Copy of CV.

Date: 17th of March 2022

Time: 9 Am Sharp.

Regards,
Sunaina

From: TPO <tpo@ggnindia.dronacharya.info>

Sent: Friday, February 25, 2022 7:01 PM

To: Dixit, Sunaina <sunaina.dixit@aptiv.com>

Cc: Banerjee, Asmita <asmita.banerjee@aptiv.com>; Kumarr, Rakesh <rakesh.kumarr@aptiv.com>; Kaushik, Lokesh <Lokesh.Kaushik@aptiv.com>; principal@ggnindia.dronacharya.info

Subject: RE: EXT SENDER - RE: CAMPUS HIRING DETAIL ABOUT COMPANY

Dear Ma'am,

Greetings!!

As discussed, please find attached updated list of interested students.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



Principal

Dronacharya College of Engg.
Farrukli Nagar - 123506

From: TPO [<mailto:tpo@ggnindia.dronacharya.info>]

Sent: Wednesday, February 16, 2022 4:03 PM

To: 'Dixit, Sunaina'

Cc: 'Banerjee, Asmita'; 'Kumarr, Rakesh'; 'Kaushik, Lokesh'; principal@ggnindia.dronacharya.info
Subject: RE: EXT SENDER - RE: CAMPUS HIRING DETAIL ABOUT COMPANY

Dear Ma'am,

Please find attached database of interested students for your kind reference.

Looking forward to schedule.

Thanks & Regards

Renu Dua
Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502
Mobile- 9990797776, 9910380107
email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info
Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: TPO [<mailto:tpo@ggnindia.dronacharya.info>]
Sent: Wednesday, February 16, 2022 11:56 AM
To: 'Dixit, Sunaina'
Cc: 'Banerjee, Asmita'; 'Kumarr, Rakesh'; 'Kaushik, Lokesh'; principal@ggnindia.dronacharya.info
Subject: RE: EXT SENDER - RE: CAMPUS HIRING DETAIL ABOUT COMPANY

Dear Ma'am,

Greetings!!

We will share the database of interested students today before 4 PM.

Kind Regards,
Renu Dua

From: Dixit, Sunaina [<mailto:sunaina.dixit@aptiv.com>]
Sent: Wednesday, February 16, 2022 11:30 AM
To: TPO
Cc: Banerjee, Asmita; Kumarr, Rakesh; Kaushik, Lokesh
Subject: RE: EXT SENDER - RE: CAMPUS HIRING DETAIL ABOUT COMPANY

Hi mam,
As discussed on call waiting for your response for the interested student.
Regards,
Sunaina

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Thursday, January 6, 2022 11:21 AM
To: Dixit, Sunaina <sunaina.dixit@aptiv.com>
Cc: Banerjee, Asmita <asmita.banerjee@aptiv.com>; Kumarr, Rakesh <rakesh.kdronacharya.com>; Kaushik, Lokesh <kaushik.lokesh@aptiv.com>
Principal
Farrukh Nadeem : 122506

<Lokesh.Kaushik@aptiv.com>

Subject: RE: EXT SENDER - RE: CAMPUS HIRING DETAIL ABOUT COMPANY

Dear Sunaina Ma'am,

Greetings!!

Noted with Thanks!!

Kind Regards,
Renu Dua

From: Dixit, Sunaina [<mailto:sunaina.dixit@aptiv.com>]
Sent: Wednesday, January 5, 2022 4:14 PM
To: TPO
Cc: Banerjee, Asmita; Kumarr, Rakesh; Kaushik, Lokesh
Subject: RE: EXT SENDER - RE: CAMPUS HIRING DETAIL ABOUT COMPANY

Hi mam,
Thanks for sharing the information, will let you know soon with the update for further process.
Regards,
Sunaina

• APTIV •

Plot No 7 , Industrial Area
Dharuhera , Distt Rewari Haryana
122106

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Wednesday, January 5, 2022 4:03 PM
To: Dixit, Sunaina <sunaina.dixit@aptiv.com>
Cc: Banerjee, Asmita <asmita.banerjee@aptiv.com>; Kumarr, Rakesh <rakesh.kumarr@aptiv.com>; Kaushik, Lokesh <Lokesh.Kaushik@aptiv.com>; principal@ggnindia.dronacharya.info
Subject: EXT SENDER - RE: CAMPUS HIRING DETAIL ABOUT COMPANY

Dear Sunaina Ma'am,

Greetings!!

Please find attached database of interested students for your kind reference.


Looking forward to schedule.

Kind Regards,
Renu Dua
Dronacharya

From: TPO [<mailto:tpo@ggnindia.dronacharya.info>]
Sent: Tuesday, January 4, 2022 4:49 PM
To: 'Dixit, Sunaina'
Cc: 'Banerjee, Asmita'; 'Kumarr, Rakesh'; 'Kaushik, Lokesh'; principal@ggnindia.dronacharya.info
Subject: RE: CAMPUS HIRING DETAIL ABOUT COMPANY

Dear Sunaina Ma'am,

Greetings!!


Principal
Dronacharya College of Engg
Farukh Nagar - 128508

This is to kind inform you that we will share the database tomorrow.

Sorry for the inconvenience.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: TPO [<mailto:tpo@ggnindia.dronacharya.info>]

Sent: Monday, January 3, 2022 5:25 PM

To: 'Dixit, Sunaina'

Cc: 'Banerjee, Asmita'; 'Kumarr, Rakesh'; 'Kaushik, Lokesh'; principal@ggnindia.dronacharya.info

Subject: RE: CAMPUS HIRING DETAIL ABOUT COMPANY

Dear Sunaina Ma'am,

Greetings!!

Thank you so much for sharing the opportunity.

As discussed, we will share the database of interested students tomorrow.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Dixit, Sunaina [<mailto:sunaina.dixit@aptiv.com>]

Sent: Monday, January 3, 2022 3:34 PM

To: tpo@ggnindia.dronacharya.info

Cc: Banerjee, Asmita; Kumarr, Rakesh; Kaushik, Lokesh

Subject: CAMPUS HIRING DETAIL ABOUT COMPANY


Principal
Dronacharya College of Engg
Fariuki Nagar - 122506

Hi mam,

This is with regards that, we Aptiv Components India Private limited would be immensely interested in conducting a recruitment drive in your Campus.

As discussed please prefer the students of 2021 batch on priority.

About the Company: Aptiv Components India Private Limited (formerly Delphi Automotive Systems Pvt Ltd.) is one of the best Wire harness company..

Globally present in different 44 Countries.

Right now we are at no. 1 high voltage suppliers in the Indian market..

Please refer the attached.. for further details,

Job Details: Management Trainee, Graduate Engineer Trainee

Location: Dharuhera, Dist. Rewari, Haryana

Recruitment Drive Details: Kindly provide the possible recruitment drive date.

Seeing your positive response to take the process forward.

Regards,
Sunaina Dixit
7302079843

• APTIV •

Plot No 7 , Industrial Area
Dharuhera , Distt Rewari Haryana
122106


Principal
Dronacharya College of Engg.
Farrukh Nagar • 123506

Admission Dronacharya Group of Institutions

From: TPO <tpo@gnindia.dronacharya.info>
Sent: Saturday, December 18, 2021 10:50 AM
To: 'TPO'
Cc: 'Director Director'; principal@ggnindia.dronacharya.info;
tpo@gnindia.dronacharya.info
Subject: Regarding Selection || Congratulations|| Aryson Technologies || Batch 2022
Attachments: image001.png; image002.gif

Dear Ma'am,

Greetings!!

Sharing the Selection details of Aryson Technologies.

We have selected 1 student - MD JUNED ALAM for the position of TECHNICAL CONTENT WRITER TRAINEE and have shared the offer letter to MD JUNED ALAM (Joining Date- 3-1-2022)

Thanks & Regards,

Richa Jaiswal

Training & Placement Officer,

Dronacharya Group of Institutions,

Phone: 0120- 2322022

Extension: 227

Mobile: 8960322672, 9910380105

E-mail: tpo@gnindia.dronacharya.info

Website: www.dronacharya.info

Address: 27, Knowledge Park III – Greater Noida – 201 306 (U.P)



A Clean Environment is a Safe Environment.


Principal
Dronacharya College of Engg
Farrukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Devinder Dalal <devinder.dalal@azcom.in>
Sent: Monday, December 20, 2021 3:28 PM
To: Rohankumar96506@gmail.com
Cc: 'Sanjay kumar'; tpo@ggnindia.dronacharya.info
Subject: Internship & offer
Attachments: image001.jpg; Rohan Kumar-offer.pdf

Dear Rohan,

Greetings !!!

Congratulations!!! Welcome to Azcom Family!!!

With reference to our campus hiring process and subsequent meetings & shortlisting, would like to formally share the Internship and offer letter with you.

Please share the signed copy of the offer letter (Signed scan copy) or courier it at below address by Friday, Dec 24, 2021.

Devinder Dalal,
Azcom Infosolutions (India) Pvt Ltd
3rd Floor, Tower B, UM House Plot No 35P,
Sector 44, Gurgaon-122002

We are all looking forward to having you on our team.

Feel free to email me or call me at 9811511254 in case of any additional information required.

Best regards,

With Regards

Devinder Dalal

Manager – Human Resource

Azcom Infosolutions Pvt Ltd

Website: www.azcominfosolutions.com

Phone: +91-124-4937650

Email: Devinder.Dalal@azcom.in




Principal
Dronacharya College of Engg.
Barruah Road, Gurgaon

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which you have access. The sender of this email or Azcom does not accept liability for any errors or omissions in the contents of this message that may occur as a result.



Principal
Dronacharya College of Engg.
Farrukh Nagar - 120006

Admission Dronacharya Group of Institutions

From: Devinder Dalal <devinder.dalal@azcom.in>
Sent: Monday, December 20, 2021 3:30 PM
To: Himanshusaini65933@gmail.com
Cc: 'Sanjay kumar'; tpo@ggnindia.dronacharya.info
Subject: Internship & offer
Attachments: image001.jpg; Himanshu Saini offer.pdf

Dear Himanshu,

Greetings !!!

Congratulations!!! Welcome to Azcom Family!!!

With reference to our campus hiring process and subsequent meetings & shortlisting, would like to formally share the Internship and offer letter with you.

Please share the signed copy of the offer letter (Signed scan copy) or courier it at below address by Friday, Dec 24, 2021.

Devinder Dalal,
Azcom Infosolutions (India) Pvt Ltd
3rd Floor, Tower B, UM House Plot No 35P,
Sector 44, Gurgaon-122002

We are all looking forward to having you on our team.

Feel free to email me or call me at 9811511254 in case of any additional information required.

Best regards,

With Regards

Devinder Dalal

Manager – Human Resource

Azcom Infosolutions Pvt Ltd

Website: www.azcominfosolutions.com

Phone: +91-124-4937650

Email: Devinder.Dalal@azcom.in



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Principal
Dronacharya College of Engg
Farrukh Nagar - 122600



BINMILE

Technologies Pvt. Ltd.

Phone : 0120-4091789 | Email: business@binmile.com | Website: www.binmile.com

Ref ID: BMT/OL/066

JOB OFFER LETTER

Date: 9th April 2022

Udit Malik,
NOIDA, U.P.

RE: LETTER OF JOB OFFER - Software Developer

Dear Udit,

Following our recent discussions, we are pleased to confirm that you have been selected to work for Binnmile Technologies Private Limited.

If you join us, you will become part of a fast-growing technology company and dedicated team that works together to provide our clients with the highest possible level of service and delivery. As a member of the Binnmile team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations.

In addition, we expect your personal accountability in all the services, actions, advice and results that you provide as a representative of our organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. Proposed below are your employment details and remuneration:

- **Salary:** Your Salary package will be INR 3,50,000.00 Per Year.

*Applicable Govt. taxes will be deducted if any.
The details of your salary structure are provided in the Annexure.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 121500



BINMILE

Technologies Pvt. Ltd

Phone : 0120-4091789 | Email: business@binmile.com | Website: www.binmile.com

Benefit: Free Employee Medical Insurance (Group Insurance) of the cover of 3 lakhs per annum.

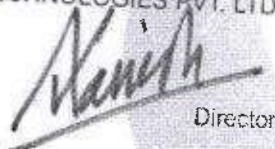
Training and Probation: Training and Probation Period will be start from 11th April 2022. Training and Probation period will be of 6(six) months however subjected to acceptance of this Offer Letter; you will be bound to serve the company for the period of 2(two) year under a Service Agreement/Bond. This period is to cover the cost of Training/Induction & other client related work.

Notice Period: The notice period will be of 60 days.

We would like you to join the company on 11th April 2022. If this date is not acceptable, please contact us immediately. Please sign a copy of this letter and return to us within 24 hours to indicate your acceptance of this offer along with your resignation letter from the current company.

We are confident you will be able to make a significant contribution to the success of our Binnmile Technologies and look forward to working with you.
BINMILE TECHNOLOGIES PVT. LTD.

Sincerely,
Director


Director

ACCEPTANCE

With the signature below, I accept this offer for employment.

Name

Date


Principal
Dronacharya College of Engg.
Farrukh Nagar - 121008



BINMILE

Technologies Pvt. Ltd

Phone : 0120-4091789 | Email: business@binmile.com | Website: www.binmile.com

Salary Structure		
Particulars	Yearly	Monthly
Basic	140,000	11,667
HRA	70,000	5,833
Special Allowance	140,000	11,667
Perfromace Bounus	-	-
Gross Salary	350,000	29,167
Employee Provident Fund	31,104	2,592
Standard Deduction	-	-
HRA*	-	-
Chapter VIA	-	-
Taxable Income	318,896	26,575
Tax on above	-	-
Rebate u/s 87A	-	-
Cess @ 4%	-	-
Tax payable	-	-
Net Salary	318,896	26,575



Principal
Dronacharya College of Engg.
Farukh Nagar - 125006

Admission Dronacharya Group of Institutions

From: HR Bitcs <hr@bitcs.in>
Sent: Thursday, September 23, 2021 7:31 PM
To: tpo@ggnindia.dronacharya.info
Cc: principal@ggnindia.dronacharya.info; Arti Kumari; Vaibhav Girdhar
Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)

Dear Renu Ma'am,

Greetings of the day!

As per the telephonic conversation, we have decided to select Deepanshu Batra along with the 2 other candidates mentioned before.

Name	Email	Phone No.
Deepanshu Batra	devdeepanshu24@gmail.com	9315387662

All the information shared earlier will be applicable for him as well. However the candidate needs to submit the documents on our mail hr@bitcs.in along with **acknowledgement & acceptance of Internship + Full Time Job Offer** by tomorrow, **24th Sep, 2021**.

Joining Date would be the same for all the three candidates from Dronacharya College. Which is 27th Sep, 2021 (Monday).

Once again we thank Dronacharya College for the smooth drive process.
Thanks and Regards,

Arti Kumari
HR Executive, BITCS
8383087967

On Wed, 22 Sept 2021 at 11:17, HR Bitcs <hr@bitcs.in> wrote:
Dear Renu Ma'am,

Greetings of the day!

As per the telephonic discussion & with the series of interviews we had for Dronacharya College - Online Campus Drive, we are pleased to offer the position of Software Development Intern at Gurgaon office for the below 2 shortlisted candidates.

Name	Email	Phone No.
Praveen Kumar Chandra	praveenchandra273v@gmail.com	8802802433
Sazid khan	sazid.13541@gnindia.dronacharya.info	8287321504

Congratulations...!!!
We take pleasure in welcoming them to BITCS !!!

Job Package – 5.2 LPA
Internship – Duration of internship will be till graduation which includes Training period also. Full time offer will be effective after graduation.
Internship Stipend – 12000/- per month during the internship period.


Principal
Dronacharya College of Engg.
Farrukh Nadar + 128888

Location – DLF Phase 2 Gurgaon. Work From Home currently till the situation improves.
Timing – 10:30 AM to 7:30 PM. Can vary for live projects.

The candidates need to submit the below documents on our mail hr@bitcs.in along with **acknowledgement & acceptance of Internship + Full Time Job Offer** by **23rd Sep, 2021**. A welcome mail will be issued to the candidate individually after the document submission to us.

Documents need to submit for joining formalities: (Share them in separate attachment)

Identity proof (Aadhar Card - Both side, PAN Card)
3 White Background Passport sized photographs. (1 high resolution professional picture & 1 casual picture)
Current Bank A/C details and photocopy of Passbook.
Also, the candidates have to submit this Joining form - <https://forms.gle/xDG2i4V7Ctn9Buz19>

Please feel free to get in touch with us any time.
We request the college to provide NOC to the students within 10 days, for attending the year long internship.

Once again, on behalf of the organization, we thank Dronacharya College for a smooth online campus placement drive and wish the shortlisted candidates for a successful and exciting career at BITCS!

Joining Date will be 27th Sep, 2021 (Monday).
Joining will be Virtual. So the shortlisted candidate needs to be present with a laptop at 11am.

Thanks and Regards,

Arti Kumari
HR Executive, BITCS
8383087967

On Thu, 9 Sept 2021 at 15:52, <tpo@ggnindia.dronacharya.info> wrote:


Dear Arti Ma'am,

Greetings!!

This is to kind inform you that both the students are willing to appear for HR discussion tomorrow.

Request you to kindly share the time slot.

Thanks & Regards


Principal
Dronacharya College of Engg.
Farukh Nagar - 122004

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: HR Bits [mailto:hr@bits.in]

Sent: Thursday, September 9, 2021 11:20 AM

To: tpo@ggnindia.dronacharya.info

Cc: principal@ggnindia.dronacharya.info; Arti Kumari

Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)

Dear Renu Ma'am,

Greetings of the day,

We are done with the 1st Technical Round & have shortlisted 2 candidates for further HR Discussion. Below are the details of candidate -

Name	Mail Id	Phone No.
Akhilesh Garg	akgarg0472@gmail.com	9643454500
Deepanshu Batra	devdeepanshu24@gmail.com	9315387662

We would like to do this round at the earliest in this week, Kindly confirm with us the candidate availability for today evening or for tomorrow. Candidates will be getting a google meet interview link invite on their respective mail ids with interview timings.

Shall you require any clarifications, please speak to the undersigned.


Principal
Dronacharya College of Engg.
Ferrekh Nagar - 122506

Thanks and Regards,

Arti Kumari
HR Executive, BITCS
8383087967

On Tue, 7 Sept 2021 at 12:45, <tpo@ggnindia.dronacharya.info> wrote:

Dear Ma'am,

Please find below updated contact details of Deepanshu.

Contact No. 9315387662

Sorry for the inconvenience.

Kind Regards,

Renu Dua

From: HR Bits [mailto:hr@bitcs.in]
Sent: Monday, September 6, 2021 6:54 PM
To: tpo@ggnindia.dronacharya.info
Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)

Hi Renu Ma'am,

Please find the attached schedule for the interview process tomorrow with timings.

Name	Email	Phone No.	Interview Time
Praveen Kumar Chandra	praveenchandra273v@gmail.com	8802802433	1pm
Prateek Chauhan	Parteekchauhan1@gmail.com	9990671887	1:30pm
Sazid khan	sazid.13541@gnindia.dronacharya.info	8287321504	4pm
Lovekesh Kumar	lovekeshkumar.1256@gmail.com	6397078796	2pm
Abhinav Rai	abhinav.21003@ggnindia.dronacharya.info	817848606	1pm
Mayank Tanwar	mayanktanwar8402@gmail.com	835108681	4pm

Principal
Dronacharya College of Engg
Farukh Nagar - 123506

Rest 3 candidates will have their telephonic call tomorrow between 12-1pm.

On Mon, 6 Sept 2021 at 17:26, HR Bites <hr@bitcs.in> wrote:

Dear Renu Ma'am,

Greetings of the day,

As per the discussion, We have received so many registrations for our online campus drive out of which we have shortlisted the below candidates for **Technical Interview round** based on the test & resume.

Name	Email	Phone No.
Praveen Kumar Chandra	praveenchandra273v@gmail.com	8802802433
Prateek Chauhan	Parteekchauhan1@gmail.com	9990671887
Sazid khan	sazid.13541@gnindia.dronacharya.info	8287321504
Lovekesh Kumar	lovekeshkumar.1256@gmail.com	6397078796
Abhinav Rai	abhinav.21003@ggnindia.dronacharya.info	817848606
Mayank Tanwar	mayanktanwar8402@gmail.com	9354008681

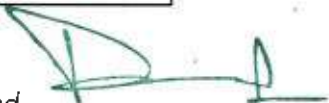
The Technical Round will be on **7th September, 2021 from 12pm onwards**. Candidates will be getting a google meet interview link invite on their respective mail ids with interview timings by today evening. Candidates should follow a few instructions for the Technical round -

- Candidates must have a strong internet connectivity.
- Candidates must take this round from their laptop/computer, as it would be live coding.
- The Camera must be on during the technical round.
- Avoid any noise disturbance in the background.
- Please be ready 10 minutes prior to the scheduled time to avoid any last minute technical glitch.

Also we have a list of candidates for which there will be a 10 minute telephonic discussion first **tomorrow between 12-1pm**. The candidate should be reachable on call during this time. Post their we can have their Technical interview Round after 1pm.

Name	Email	Phone No.
Akhilesh Garg	akgarg0472@gmail.com	9643454500
Deepanshu Batra	devdeepanshu24@gmail.com	9315387622
Sourav Joshi	souravjoshi33@gmail.com	9718896620

Shall you require any clarifications, please speak to the undersigned.


Principal
Dronacharya Collage of Engg.
Farrukh Nagar - 192000

Thanks and Regards,

Arti Kumari
HR Executive, BITCS
8383087967

On Thu, 26 Aug 2021 at 05:37, <tpo@ggnindia.dronacharya.info> wrote:

Dear Arti Ma'am,

Greetings!!

Noted with Thanks!!

Kind Regards,

Renu Dua

From: HR Bitcs [mailto:hr@bitcs.in]
Sent: Wednesday, August 25, 2021 12:04 PM
To: tpo@ggnindia.dronacharya.info
Cc: principal@ggnindia.dronacharya.info; Vaibhav Girdhar; Arti Kumari
Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)

Dear Renu Ma'am,

Greetings of the day,


As per the telephonic conversation, I'm sharing the Test link for the online drive of Batch 2022 students.

Registration & Test Link: <https://forms.gle/GUXrDCFr6qG4yDh39>

Interested candidates can directly fill the above link which includes Registration & Test both together, opened till 30th August Midnight. Post the test screening we will share the shortlisted students list. We can have our interview round on 4th September, 2021 or any prior date in the same week.

Looking forward to a healthy participation from Dronacharya College.

Shall you require any clarifications, please speak to the undersigned.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122008

Thanks and Regards,

Arti Kumari
HR Executive, BITCS
8383087967

On Tue, 24 Aug 2021 at 12:03, <tpo@ggnindia.dronacharya.info> wrote:

Dear Arti Ma'am,

Greetings!!

Thank you so much for considering our campus for hiring.

We confirm the date, 4th September 2021 for online test.

Looking forward to further details.

Thanks & Regards

Renu Dua

Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>


Principal
Dronacharya College of Engg
Farukh Nagar - 123506



From: HR Bitcs [mailto:hr@bitcs.in]
Sent: Monday, August 23, 2021 6:00 PM
To: tpo@ggnindia.dronacharya.info
Cc: principal@ggnindia.dronacharya.info; Vaibhav Girdhar; Arti Kumari
Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)

Dear Renu Ma'am,

Greetings of the day,

As per the telephonic conversation we are pleased to connect with Dronacharya College for fresh batch students once again. We, BITCS, are pleased to inform you that our company is organizing an **ONLINE CAMPUS DRIVE** for **Batch 2022** & we would like to cordially invite your campus to take part in this drive. We offer the below position for freshers based on their skills and academic excellence.

Kindly find below the mentioned required details for your better understanding and reference.

Company Name: BITCS (<https://bitcs.in/>)

Job Title: Software Developer

Job Location: DLF Phase-2, Gurgaon

Position: 6-8

Role: Full Time/Internship.

1 year ongoing internship duration till graduation is mandatory for PPO of Batch 2022. It includes a training period also.

Post that Full-Time offer to every candidate. College should provide NOC to students for attending the year long internship.

Salary: 5.2LPA (Full Time) , 12k-14k (Internship)

Eligibility: BTech CSE, ECE, IT & EEE.

60% and above throughout academics.

The candidate should be good in JavaScript. The candidate should have some knowledge of React or Node or Angular.

Principal
Dronacharya College of Engg.
Faridkot, Punjab

Joining: Immediate

Process: Resume shortlisting based on test, Technical Round 1 & 2 and 1 HR Round-Personal Interview.

Perks & Benefits: Work from Home (in Covid19, till situation better), 5 days a week, PPO for all, Paid Training.

(Brief Job description is shared in attachment)

Kindly share with us a proposed date for campus drive, we would like to do it at the earliest, post this we will open our registration & test links.

Looking forward to hearing from your end.

Shall you require any clarifications, please speak to the undersigned.

Thanks and Regards,

Arti Kumari
HR Executive, BITCS
8383087967

On Thu, 22 Jul 2021 at 15:59, <tpo@ggnindia.dronacharya.info> wrote:

Dear Arti Ma'am,

Greetings!!

As discussed, this is in regards to hiring of students from **Dronacharya**.

It is indeed with great pleasure **Dronacharya College of Engineering, Gurugram** cordially invite your esteemed organization to participate in our Campus Recruitment Drive for 2022 Batch.

"Shiksha evam Sahayata" i.e. Education and Help are the two words etched on our banner soaring higher year after year. Our goal is to continuously improve the healthy learning environment and facilities being provided to the students to achieve academic excellence for employability as world class Technocrats and Managers.

Dronacharya College of Engineering, Gurugram is one of the leading technical institutes in the State of Haryana. Our College offers **08 disciplines in Bachelor Program (B.Tech)** (Computer Science & Engineering, Electronics & Communication Engineering, Information Technology, Computer Science & Information Technology, Mechanical Engineering, Civil Engineering, Electronics and Computer Engineering and Electrical & Electronics Engineering) and **04 disciplines in Master Program (M.Tech)** (Computer Science & Engineering, Electronics & Communication Engineering, Information Technology and Mechanical Engineering)

Dronacharya College of Engg.
Farrukh Nagar * 122606

Our College has the proud privilege of following accreditations, affiliations and certifications:

- (a)Accreditations by National Board of Accreditation (NBA)
- (b) Accredited by National Assessment and Accreditation Council (NAAC)
- (c) Approved by All India Council of Technical Education.
- (d) Permanently Affiliated to Maharshi Dayanand University, Rohtak.
- (e) An ISO 9001:2008 Certified Institution.
- (f) An ISO 14001:2004 Environmental Management System certified Institution.

DCE has more than 15 active student's chapter for imparting and enhancing practical knowledge of students towards engineering. We have Memorandum of Understanding with different renowned industries and institutes throughout the world. We also give exposure of our students to QEEE & NPTEL courses for better understanding of their domain. We also have an Industry-Academia association cell determined to bridge the gap between Industry & academia, to foster effective interaction between them, to impart significant learning and to promote industrial consultancy & entrepreneurship.

The alumni of our college have placed at very good positions in industry. Many reputed companies visit our college for campus recruitment annually. Our students have been placed in reputed companies like *Capgemini, Wipro, TCS, BYJU's (Think and Learn Pvt. Ltd.), Microsoft, AZCOM, Nagarro, Unthinkable Solutions (Daffodil), Zscaler, Samsung, OYO, Kellton Tech, Cargo Flash, OPPO Mobiles India Private Limited, HCL, MU-Sigma, Huawei Telecommunication, Infosys, IBM, Accenture, Sasken Communication, Tech Mahindra, L & T Infotech, Silver Arrow (Mercedes Benz), Frontier Management System, Kaiser Appliances, SOGEFI MNR Engine Systems India, Sutherland, 3Dexter, Minda Corporation Ltd., Sandhar Technologies, Telmar, Capital IQ, Monnet Group, Cognizant, Syntel, Maruti Suzuki India Ltd., Minda Nabtesco Automotive Pvt. Ltd., Minda Silca Engineering Pvt. Ltd., Nippon Seiki Instruments India (P) Ltd., Mahindra Trucks & Buses Ltd., Nicco Engineering Services Limited, Roop Automotives Ltd., Vertex Group, Tractel Tirfor India, Cube Construction Engineering Limited (CCEL), Phisem Consultancy Services Private Limited, Somic ZF Components Private Limited, Smart Parts Online Private Limited (Boodmo), Gandhi Spring Pvt. Ltd., IRC Engineering Services India Private Limited, Padmini VNA Mechatronics Pvt. Ltd., Jinkoh Polymers LLP, JPM Automobiles Ltd.,* Most prestigious government organizations as the *Indian Army, Indian Air Force, Indian Navy* have made us proud by employing our product of proven merit.

We shall be proud to host you, and can provide with excellent infrastructural facilities to conduct joint campus placements as well. With due reverence, we hereby cordially invite you to hold a Campus Placement on the date and time mutually acceptable. In case there are any formalities to be complied with, it will be our pleasure to do the same.

Please acknowledge this mail on receipt and connect to the undersigned to take this proposal further.

We are looking forward to a mutually beneficial and long lasting relationship with your esteemed organization.

Thanks & Regards


Principal
Dronacharya College of Engg.
Farrukh Nagar - 129508

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



HR Operations

email: hr@bitcs.in

Bitcs, 3rd Floor Plot 3807 Sector 28 Gurgaon



www.bitcs.in



HR Operations

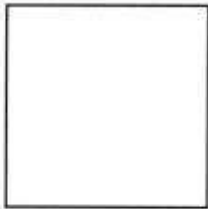
email: hr@bitcs.in

Bitcs, 3rd Floor Plot 3807 Sector 28 Gurgaon



www.bitcs.in


Principal
Dronacharya College of Engg
Khandari Negat - 122006



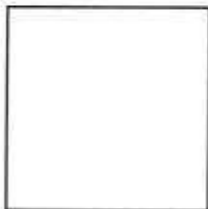
HR Operations

email: hr@bitcs.in

Bitcs, 3rd Floor Plot 3807 Sector 28 Gurgaon



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HR Operations

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email: hr@bitcs.in

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www.bitcs.in

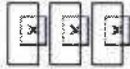

Principal
Dronacharya College of Engg
Farukh Nagar - 123506



HR Operations

email: hr@bitcs.in

Bitcs, 3rd Floor Plot 3807 Sector 28 Gurgaon



www.bitcs.in



HR Operations

email: hr@bitcs.in

Bitcs, 3rd Floor Plot 3807 Sector 28 Gurgaon



www.bitcs.in

Principal
Dronacharya College of Engg
Farrukh Nagar - 123008



Date: Jun 03, 2021

OFFER LETTER

Dear Akhilesh,

BNG Advanced is pleased to offer you the position of "Software Engineer- Trainee". We trust that your knowledge, skills and experience will be among our most valuable assets.

You are expected to join us from **06 Jun, 2022** at 11:00am at our Gurugram Office.

You will be entitled to an annual remuneration of INR **5,00,000/-** Refer Annexure A which indicates cost to company. (Subjected to PF and Tax)

You will be on a probation period of 6 (six) months, after which you will be made a confirmed employee based on your performance. During the probation period, if you resign from the services, then a one-month (30) calendar days' notice period has to be served. If you resign from the services after the probation period, then a Ninety (90) days' notice period has to be served.

If your performance is found to be dissatisfactory after confirmation, the company can terminate your services, giving you a notice period of maximum one (1) month. During the probationary period, either party may terminate the contract by giving one month's notice. The company can terminate your services at any point of time without a notice period, on account of any misconduct.

This offer is subject to your background check which company may do pre or post-employment and in case of any negativity company may take any necessary disciplinary action which may lead to termination.

Authorized Signatory

Thanks and regards,
Vishal Das

Head- Human Resource

BNG Advanced Mobile Solutions Pvt. Ltd.

Candidate Signatory

(Akhilesh Garg)

Chennai:

BNG Advanced Mobile Solutions Pvt Ltd
Akshya Vibgyour, No-139/5, Unit A, 4th Floor
Kodambakkam High Road, Nungambakkam
Chennai TamilNadu -600034

Principal

Gururamaacharya College of Engg
BNG Advanced Mobile Solutions Pvt Ltd
Plot No 242-243,
AIHP Palms, Ground floor, Phase 4-Udyog
Vihar Gurugram Haryana-122015



blackNgreen

Name:	Akhilesh Garg		
Designation:	Software Engineer - Trainee		
DOJ:	06-Jun-22		
Total Cost to Company (TCTC) breakup			
Fixed Components (Mandatory)			
Sr. No	Components	Annual Amount (INR)	Monthly Amount (INR)
1	Basic	1,91,360	15,947
2	HRA	95,680	7,973
3	Special Allowance	1,91,360	15,947
Total		4,78,400	39,867
PF (Employer's Contribution)		21600	1,800
Total Fixed Pay (A)		5,00,000	
PLI			
Total Cost to the company (TCC) = A + B + C		5,00,000	
*** FBP component can be opted by an employee whose TCTC is 7,00,000 and above.			

Other Benefits:

- Medical Cover for Self, Spouse & kid or Parents .
- Accidental Cover/Term Insurance for Self of Rs.10,00,000.
- Gratuity as per the Gratuity act 1972

You will be required to sign this Offer letter and send back to us on or before **03 Jun 22**.

We look forward to having you on- board & wish you success in your new role with BNG Advanced

Authorized Signatory

Thanks and regards,

Vishal Das

Head- Human Resource

BNG Advanced Mobile Solutions Pvt. Ltd

Candidate Signatory

(Akhilesh Garg)

Chennai:

BNG Advanced Mobile Solutions Pvt Ltd
Akshya Vibgyour, No-139/5,Unit A, 4th Floor
Kodambakkam High Road, Nungambakkam
Chennai TamilNadu -600034

Principal
Dronacharya College of Engg.
Faridkot-149115
BNG Advanced Mobile Solutions Pvt Ltd
AIHP Palms, Ground floor, Phase 4-Udyog
Vihar Gurugram Haryana-122015

Date: Jun 03, 2021

OFFER LETTER

Dear Rishabh,

BNG Advanced is pleased to offer you the position of "**Software Engineer- Frontend**". We trust that your knowledge, skills and experience will be among our most valuable assets.

You are expected to join us from **06 Jun, 2022** at 11:00am at our Gurugram Office.

You will be entitled to an annual remuneration of **INR 7,50,000/-** Refer Annexure A which indicates cost to company. (Subjected to PF and Tax)

You will be on a probation period of 6 (six) months, after which you will be made a confirmed employee based on your performance. During the probation period, if you resign from the services, then a one-month (30) calendar days' notice period has to be served. If you resign from the services after the probation period, then a Ninety (90) days' notice period has to be served.

If your performance is found to be dissatisfactory after confirmation, the company can terminate your services, giving you a notice period of maximum one (1) month. During the probationary period, either party may terminate the contract by giving one month's notice. The company can terminate your services at any point of time without a notice period, on account of any misconduct.

This offer is subject to your background check which company may do pre or post-employment and in case of any negativity company may take any necessary disciplinary action which may lead to termination.



Authorized Signatory

Thanks and regards,
Vishal Das

Head- Human Resource


BNG Advanced Mobile Solutions Pvt. Ltd.

Candidate Signatory

(Rishabh Sharma)

Chennai:

BNG Advanced Mobile Solutions Pvt Ltd
Akshya Vibgyour, No-139/5, Unit A, 4th Floor
Kodambakkam High Road, Nungambakkam
Chennai TamilNadu -600034



Principal
Dronacharya College of Engg
Gurugram
BNG Advanced Mobile Solutions Pvt Ltd
Plot No 242-243,
AIHP Palms, Ground floor, Phase 4-Udyog
Vihar Gurugram Haryana-122015



black & green

Annexure A- Compensation Sheet

Name: Rishabh Sharma			
Designation: Software Engineer - Frontend			
DOJ: 06-Jun-22			
Total Cost to Company (TCTC) breakup			
Fixed Components (Mandatory)			
Sr. No	Components	Annual Amount (INR)	Monthly Amount (INR)
1	Basic	2,91,360	24,280
2	HRA	1,45,680	12,140
3	Special Allowance	2,91,360	24,280
Total		7,28,400	60,700
PF (Employer's Contribution)		21600	1,800
Total Fixed Pay (A)		7,50,000	
PLI			
Total Cost to the company (TCC) = A + B + C		7,50,000	
*** FBP component can be opted by an employee whose TCTC is 7,00,000 and above.			

Other Benefits:

- Medical Cover for Self, Spouse & kid or Parents .
- Accidental Cover/Term Insurance for Self of Rs.10,00,000.
- Gratuity as per the Gratuity act 1972

You will be required to sign this Offer letter and send back to us on or before **03 Jun 22**.

We look forward to having you on- board & wish you success in your new role with BNG Advanced

Authorized Signatory

Thanks and regards,
Vishal Das

Head- Human Resource

BNG Advanced Mobile Solutions Pvt. Ltd

Candidate Signatory

(Rishabh Sharma)

Principal
Dronacharya Gurugram
 BNG Advanced Mobile Solutions Pvt Ltd
 Plot No 242-243,
 AIHP Palms, Ground floor, Phase 4-Udyog
 Vihar Gurugram Haryana-122015

Chennai:

BNG Advanced Mobile Solutions Pvt Ltd
 Akshya Vibgyour, No-139/5,Unit A, 4th Floor
 Kodambakkam High Road, Nungambakkam
 Chennai TamilNadu -600034

Date: 25 Feb, 2022

OFFER LETTER

Dear Supriya,

BlackNgreen is pleased to offer you the position of "Trainee- System Operations". We trust that your knowledge, skills and experience will be among our most valuable assets.

You are expected to join us from **03 Mar, 2022** at 11:00am at our Gurugram Office.

You will be entitled to an annual remuneration of **Rs. 3,50,000/-** Refer Annexure A which indicates cost to company. (Subjected to PF and Tax)

1. Fixed Annual Component: - INR 3,50,000/- per annum

You will be on a probation period of 6 (six) months, after which you will be made a confirmed employee based on your performance. During the probation period, if you resign from the services, then a one-month (30) calendar days' notice period has to be served. If you resign from the services after the probation period, then a Ninety (90) days' notice period has to be served.

If your performance is found to be dissatisfactory after confirmation, the company can terminate your services, giving you a notice period of maximum one (1) month. During the probationary period, either party may terminate the contract by giving one month's notice. The company can terminate your services at any point of time without a notice period, on account of any misconduct.

This offer is subject to your background check which company may do pre or post-employment and in case of any negativity company may take any necessary disciplinary action which may lead to termination.



Authorized Signatory

Thanks and Regards,
Vishal Das

Head- Human Resource


BlackNGreen Advance Mobile Solutions Pvt. Ltd

Candidate Signatory

(Supriya Sharma)

Chennai :

Akshya Vibgyour, No-139/S,Unit A,
4th Floor Kodambakkam High Road,
Nungambakkam Chennai
TamilNadu -600034



Principal
Dronacharya College of Engg
Farukh Nagar - 122006

Gurugram:


Plot No 242-243,
AIHP Palms, Ground floor,
Phase 4-Udyog Vihar
Gurugram Haryana-122015

Annexure A : Compensation Sheet

Name: Supriya Sharma			
Designation: Trainee- System Operations			
DOJ: 03 Mar '22			
Total Cost to Company (TCTC) breakup			
Fixed Components (Mandatory)			
Sr. No	Components	Annual Amount (INR)	Monthly Amount (INR)
1	Basic	1,31,360	10,947
2	HRA	65,680	5,473
3	Special Allowance	1,31,360	10,947
Total		3,28,400	27,367
PF (Employer's Contribution)		21,600	1,800
Total Fixed Pay (A)		3,50,000	
Total Performance Linked Incentive (B)*			
Total Cost to the company (TCC) = A + B + C		3,50,000	
*** FBP component can be opted by an employee whose TCTC is 7,00,000 and above.			

Your signing this letter confirming the acceptance of the above offer. Please revert by Feb 26, 2022.

Chennai :
Akshya Vibgyour, No-139/5,Unit A,
4th Floor Kodambakkam High Road,
Nungambakkam Chennai
TamilNadu -600034


Principal
Dronacharya College of Engg
Farukh Nagar - 122003

Gurugram:
Plot No 242-243,
AIHP Palms, Ground floor,
Phase 4-Udyog Vihar
Gurugram Haryana-122015

From:Pooja JOSHI <pooja.joshi@asia.bnpparibas.com>

Sent:April 05 2022 10:46:01 AM SGT

To:chiranter.21031@ggnindia.dronacharya.info

Cc:

Subject:Formal Internship offer with BNP Paribas India Solutions: Chiranter Rawat

This secure PDF contains one ore more attachments, please check the attachments pane for the attachments.

Dear Chiranter,

We are very pleased to share the formal internship offer letter with you .

- 1) Please consider this as a formal offer from us. The signed copy of the Employment Agreement ("Agreement") will be given to you post your joining.
- 2) Kindly acknowledge receipt of this email as well as acceptance of the terms and conditions mentioned.
- 3) The offer and continuation of employment (if onboarded) is subject to a clear and satisfactory background check report.
- 4) You must be double vaccinated and need to produce your certificate to Security staff prior to entering the office. Colleagues who are not vaccinated / double vaccinated will need to carry a RT-PCR report with a validity of 7 days (paid for by self).
- 5) Please do follow all necessary guidelines towards social distancing and travel as mandated by respective government authorities for your safety.
- 6) Before arriving to office, kindly declare if you or any of your family members staying with you have recently been infected or come in contact with any Covid positive patient. If so, please do follow all necessary quarantine requirements.



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Dronacharya College of Engg
Farukh Nagar - 122608

Additional Key Note:-

Collecting assets & access card before completion of joining formalities is strictly not permitted. Your hiring manager/business team will guide you on guidelines for asset collection as required & appropriate after your virtual onboarding completion. **Kindly do not plan any travel/visit to office location without intimation from us/your hiring manager.**

We welcome you to **BNP Paribas India Solutions Pvt. Ltd** and wish you a long and successful career with us.

Thanks and Regards,


Pooja.G.Joshi.

Human Resources, BNP Paribas India Solutions Pvt. Ltd.

Classification : Confidential

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Farukh Nagar - 123006

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Dronacharya College of Engg
Farukh Nagar - 123508

Admission Dronacharya Group of Institutions

From: rahul.gaur@aon.com
Sent: Thursday, April 7, 2022 7:42 PM
To: Ms.Renu
Subject: Congratulations || BNP Paribas, Mumbai || 2022 Batch || Offered Candidate



Hi Ms.Renu,

Greetings from Aon's Assessment Solutions.

Congratulations!! We are delighted to inform you that below candidate(s) have been offered for the **Associate** Designation in **BNP Paribas** Mumbai.

Candidate Id	Name	Branch
65556	<u>Radhika</u>	Computer Science Engineering
65573	<u>Sakshi Kataria</u>	Computer Science Engineering

Salary: INR 600000 per annum

Thank you for your support during the entire process, Looking forward in adding value to your esteemed institute.

Regards,

Team Aon's Assessment Solutions.

support@cocubes.com

Stay Connected



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Dronacharya College of Engg
Farrukh Nagar - 123508

Admission Dronacharya Group of Institutions

From: rahul.gaur@aon.com
Sent: Thursday, April 7, 2022 7:42 PM
To: Ms.Renu
Subject: Congratulations || BNP Paribas, Mumbai || 2022 Batch || Offered Candidate



Dear Ms.Renu,

Greetings from Aon's Assessment Solutions.

Congratulations!! We are delighted to inform you that below candidate(s) have been offered for the **Associate** Designation in **BNP Paribas** Mumbai.

Candidate Id	Name	Branch
65556	Radhika	Computer Science Engineering
65573	Sakshi Kataria	Computer Science Engineering

Salary: INR 600000 per annum

Thank you for your support during the entire process, Looking forward in adding value to your esteemed institute.

Regards,
Team Aon's Assessment Solutions.

support@cocubes.com

Stay Connected



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Farrukh Nagar - 128008


Admission Dronacharya Group of Institutions

From: SAKSHI KATARIA <sakshi.21108@ggnindia.dronacharya.info>
Sent: Friday, April 8, 2022 1:57 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: BNP Paribas || Selected for Offer || Share documents

----- Original Message -----

From: Aon Support <donotreply@cocubes.com>
To: sakshi.21108@ggnindia.dronacharya.info
Date: 04/07/2022 7:59 PM
Subject: BNP Paribas || Selected for Offer || Share documents

Ao

 **From :** Operations Team
Organisation : Operations Team - CoCubes, Gurgaon
Email Id : Not Available

Dear Candidate,

You are selected for **BNP Paribas**.

Please share documents earliest at www.cocubes.in/bnpparibasnew29 before 1PM, 8 Apr 2022.

Regards,

Team Aon

This email is system generated, please do not respond to this email.


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Dronacharya College of Engg
Farukh Nagar - 125008

From:Pooja JOSHI <pooja.joshi@asia.bnpparibas.com>

Sent:February 28 2022 03:20:28 AM SGT

To:ritik.21095@ggnindia.dronacharya.info

Cc:

Subject:Formal Internship offer with BNP Paribas India Solutions: Ritik Singhal

This secure PDF contains one ore more attachments, please check the attachments pane for the attachments.

Dear Ritik,

We are very pleased to share the formal internship offer letter with you .

- 1) Please consider this as a formal internship offer from us. The signed copy of the Employment Agreement ("Agreement") will be sent to you once the Covid19 related lockdown situation has been resolved.
- 2) The mandatory background verification process may be delayed and not conclude before your onboarding due to the current situation. The offer and continuation of employment (if onboarded) is subject to a clear and satisfactory background check report.
- 3) Kindly acknowledge receipt of this email as well as acceptance of the terms and conditions mentioned.

Important points after virtual onboarding:

- § Due to the current pandemic situation, you will be required to travel to the nearest BNP Paribas office at a mutually agreed time (during office hours) to collect assets & access card for being able to work from home.
- § You are expected to have a stable internet connection and other necessary infrastructure to be able to work productively after collecting assets and activating your accesses.
- § You will need to plan your travel and collect the assets within 4 weeks from date of joining. Failure to do so


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within 4 weeks will lead to leave without pay being initiated till you collect the assets.

- § Please do follow all necessary guidelines towards social distancing and travel as mandated by government for your safety.
- § Before arriving to office for collecting assets, kindly declare if you or any of your family members staying with you have recently been infected or come in contact with any Covid positive patient. If so, please do follow all necessary quarantine requirements mandated by authorities before arriving to office for collection of assets.

Additional Key Note:-

Collecting assets & access card before completion of joining formalities is strictly not permitted. Your hiring manager/business team will guide you on guidelines for asset collection as required & appropriate after your virtual onboarding completion. **Kindly do not plan any travel/visit to office location without intimation from us/your hiring manager.**

We welcome you to **BNP Paribas India Solutions Pvt. Ltd** and wish you a long and successful career with us.


Thanks and Regards,

Pooja.G.Joshi.

Human Resources, BNP Paribas India Solutions Pvt. Ltd.

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Admission Dronacharya Group of Institutions

From: Nidhi Kakkar (Asst. Manager - Talent Acquisition, HR Gurugram)
<nidhi.kakkar@cjdarcl.com>
Sent: Thursday, September 30, 2021 12:57 PM
To: tpo@ggnindia.dronacharya.info; principal@ggnindia.dronacharya.info
Cc: Jagdish Prasad (Head Technology - IT, Gurugram)
Subject: Selected Candidates for Offer - Dronacharya

Dear Ms. Renu,

This is to apprise you that after the Successful completion of the Interview Process with CJDarcl, following 3 candidates are selected for Offer.

Request your inputs for their joining us -

- a) As an intern as part of their 8th semester industry training requirement,
- b) As a full time employee after completion of their engineering degree.

1. Ruhi Peter
2. Ritik Yadav
3. Vivek Sharma

We would be sharing their offers soon.

One candidate, Sana Bist is on HOLD (there will be no offer for her).

As discussed, their training and placement will be at our Hisar office.

I would be happy to discuss queries/concern, if any.


Thanks and Regards,



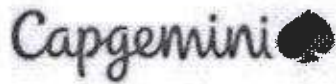
Nidhi Kakkar
Assistant Manager - Talent Acquisition
CJ Darcl Logistics Ltd
Darcl House Plot No. 55, Sec 44, Gurgaon
9310401871

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

Superset ID: 1372913

Letter of Intent ("LOI")

Dear Akhilesh Garg,

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

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

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

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

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

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.


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Faridkot Nagar - 123606

Upon joining Capgemini,

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

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

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

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

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

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1372913**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1372913**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1372913**

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

This is a system generated document and does not need a signature



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Dronacharya College of Engg.
Ranikhet Nagar - 123008

ANNEXURE 1

Akhilesh Garg
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123500

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre-requisite information as well as update all the required documents asked during the course of this process before Nov 22, 2021 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets(If applicable)
- Diploma Certificate(If applicable)
- Post-graduation Marksheets* (If applicable)
- Post-graduation Certificate*(If applicable)

*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

Note the following points while completing the process :

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- **Maximum file size limit is 4MB**
- **The file nomenclature should be (FirstName LastName DocumentName)**

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : [Click here to see the Example](#)

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

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Dronacharya College of Engg
Farukh Nagar - 123006

Do reach out to us on fresherhiring.in@capgemini.com in case of any queries.

your selection and presents you



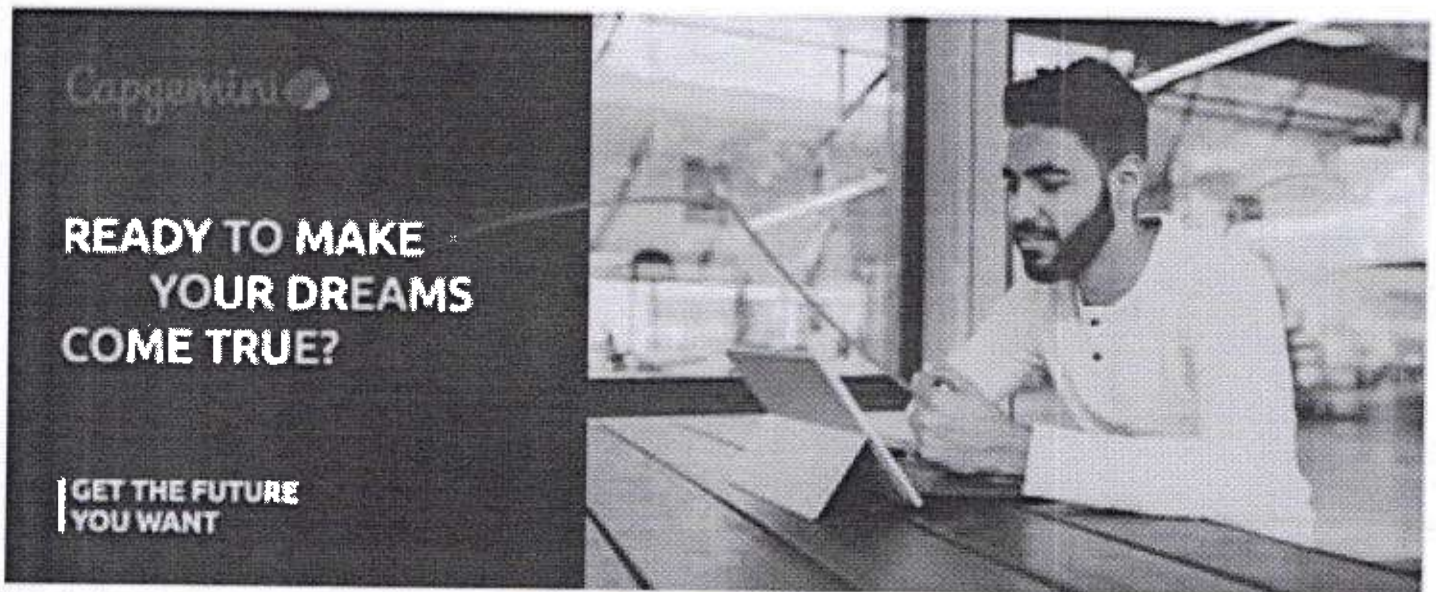
our Letter Of Intent



Inbox



Capgemini via Supers... Yesterday
to me




Dear Basant Jha,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.


Principal
Dronacharya College of Engg.
Gurgaon, Haryana

We request you to ensure that you complete all the pre requisite information as well as upload the required documents asked during the course of this process before Feb 16, 2022 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate

Admission Dronacharya Group of Institutions

From: info@dronacharya.info
Sent: Thursday, January 13, 2022 2:03 PM
To: tpo@ggnindia.dronacharya.info
Subject: FW: Capgemini Campus Hiring 2022 | Final Update | Dronacharya
Attachments: Dronacharya Final Result & LOI Report.xlsx

Follow Up Flag: Follow up
Flag Status: Flagged

FYI

Dear Mam

Please look into the matter. Please check students status of accepting the LOI. As Ravina need to extend the acceptance date immediately else offers would be revoked.

Regards

Dear Academic Partner,

Please let us know the status of all the candidates who are "YET TO ACCEPT". If they are not interested to join us, their offers will be revoked.

Please share this information by Tuesday, 11th Jan 2022, 10am, based on which we shall revoke the offers.

Request your response even if there is no one who is willing to join. A one liner email shall also suffice.

Dear Academic Partner,

Greetings from Capgemini!

Hope you are doing well.

Please find the attached final shortlisted candidate list.

LOI has been released for all candidates except verification reject cases highlighted below.

LOI acceptance report for your institute as on **07 Jan, 2022**.

Below given is an overview of the same –



Principal
Dronacharya College of Engg
Farrukh Nagar - 123506

Row Labels	Count of Superset ID
Dronacharya College of Engineering, Gurgaon	33
ACCEPTED	27
Yet To Accept	6
Dronacharya Group of Institutions, Greater Noida	17
ACCEPTED	11
Yet To Accept	6
Grand Total	50

We would request to please ask the interested candidates to accept the offer. Once will have the confirmation we can reopen for acknowledgement.

During the Verification process we came across following candidates who were identified as Not Eligible, also they were involved in malpractice during the assessment and fails to meet the given eligibility criteria for campus hiring 2022 batch and observed during the verification process conducted recently.

Superset ID	College name	College group	Program
1573042	Dronacharya College of Engineering, Gurgaon	Dronacharya College of Engineering, Gurgaon	
1373284	Dronacharya College of Engineering, Gurgaon	Dronacharya College of Engineering, Gurgaon	


 Principal
 Dronacharya College of Engg
 Farukh Nagar - 123008

Admission Dronacharya Group of Institutions

From: adarsh malik <malikadarsh12@gmail.com>
Sent: Tuesday, February 15, 2022 6:14 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

Follow Up Flag: Follow up
Flag Status: Completed

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


From: Capgemini via Superset <notifications@email.joinsuperset.com>
Date: Wed, Feb 9, 2022 at 11:29 PM
Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent
To: <malikadarsh12@gmail.com>



The graphic features the Capgemini logo at the top left. The central text reads "READY TO MAKE YOUR DREAMS COME TRUE?". Below this, there are five circular icons: a checkmark, a bar chart with an upward arrow, a number 1 inside a circle, an equals sign inside a circle, and a handshake. At the bottom left, it says "Most Ethical Company - Eight times in a row". On the right side, there is a black and white photograph of a person working at a computer.

Dear Adarsh Malik,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.


Principal
Dronacharya College of Engg
Farukh Nagar - 120005

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Feb 16, 2022 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets(If applicable)
- Diploma Certificate(If applicable)
- Post-graduation Marksheets* (If applicable)
- Post-graduation Certificate*(If applicable)

*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

Note the following points while completing the process :

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : [Click here to see the Example](#)

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

Do reach out to us on fresherhiring.in@capgemini.com in case of any queries

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

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Dronacharya College of Engg
Farrukh Nagar - 123008

University Hiring & Relations Team

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Principal
Dronacharya College of Engineering
Farukh Nagar - 121005

Admission Dronacharya Group of Institutions

From: Aayush Saini <aayushreigns@gmail.com>
Sent: Wednesday, May 4, 2022 11:09 AM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

Follow Up Flag: Follow up
Flag Status: Flagged

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

From: Capgemini via Superset <notifications@email.joinsuperset.com>
Date: Mon, May 2, 2022, 18:39
Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent
To: <aayushreigns@gmail.com>



The graphic features the Capgemini logo at the top left. The main text reads "READY TO MAKE YOUR DREAMS COME TRUE?". Below this, there are five circular icons: a checkmark, a bar chart with an upward arrow, a number 1 inside a gear, an equals sign, and a handshake. The text "Most Ethical Company - Eight times in a row" is positioned below the first icon. On the right side, there is a blurred image of a person working at a desk with a laptop.

Dear Aayush Saini,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.


Principal
Dronacharya College of Engg.
Farukh Nagar - 128008

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before May 09, 2022 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets(If applicable)
- Diploma Certificate(If applicable)
- Post-graduation Marksheets* (If applicable)
- Post-graduation Certificate*(If applicable)

*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

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Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

Do reach out to us on fresherhiring.in@capgemini.com in case of any queries.

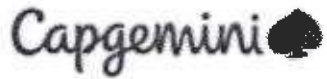
Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

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Principal
Dronacharya College of Engg
Farukh Nagar - 120006

Admission Dronacharya Group of Institutions

From: SATYAM SINGH <satyam.21111@ggnindia.dronacharya.info>
Sent: Monday, March 28, 2022 4:37 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

LOI Capgemini
Satyam Singh

----- Original Message -----

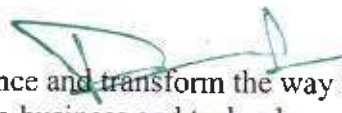
From: Capgemini via Superset <notifications@email.joinsuperset.com>
To: satyam.21111@ggnindia.dronacharya.info
Date: 03/24/2022 1:17 PM
Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent



The graphic features the Capgemini logo at the top left. The central text reads "READY TO MAKE YOUR DREAMS COME TRUE?". Below this, there are five circular icons: a checkmark, a bar chart with an upward arrow, a number 1 inside a circle, an equals sign, and a document. The text "Most Ethical Company - Eight times in a row" is positioned below the first icon. On the right side, there is a small inset image of a person in a white lab coat working in a laboratory.

Dear Satyam Singh,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.


Principal
Dronacharya College of Engg.
Farukh Nagar - 123508

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all required documents asked during the course of this process before Mar 29, 2022 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets(If applicable)
- Diploma Certificate(If applicable)
- Post-graduation Marksheets* (If applicable)
- Post-graduation Certificate*(If applicable)

*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload semester marksheets and degree certificate.

Note the following points while completing the process :

- Marksheets should be scanned and uploaded semester/year wise only
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Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : [Click here to see the Example](#)

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : [Click here to see the Example](#)


Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

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Principal
Dronacharya College of Engg.
Farukh Nagar - 122506

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A handwritten signature in blue ink, appearing to be "D. S. D." or similar, written over a faint grid.

Principal
Dronacharya College of Engg
Roorkee Nagar - 123006

Admission Dronacharya Group of Institutions

From: archit sisodia <architsisodia6@gmail.com>
Sent: Wednesday, March 23, 2022 12:22 AM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

Follow Up Flag: Follow up
Flag Status: Flagged

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

From: Capgemini via Superset <notifications@email.joinsuperset.com>
Date: Tue, 22 Mar 2022, 2:47 pm
Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent
To: <architsisodia6@gmail.com>

Capgemini

**READY TO MAKE
YOUR DREAMS
COME TRUE?**

Most Ethical
Company - Eight
times in a row

The graphic features five circular icons: a checkmark, a bar chart with an upward arrow, a number 1 inside a circle, an equals sign, and two hands shaking. The background is dark with a faint image of a person working at a computer.

Dear Archit Sisodia,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

Principal

Dronacharya College of Engg
Punjab Nagar - 123000

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Mar 29, 2022 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets(If applicable)
- Diploma Certificate(If applicable)
- Post-graduation Marksheets* (If applicable)
- Post-graduation Certificate*(If applicable)

*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

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- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

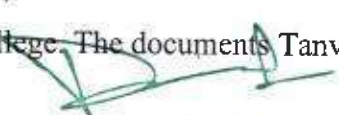
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Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

Do reach out to us on fresherhiring.in@capgemini.com in case of any queries. 
Principal
Dronacharya College of Engg
Farukh Nagar - 122003

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Capgemini

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A handwritten signature in green ink, appearing to be 'D. D.' with a horizontal line underneath.

Principal
Dronacharya College of Engg.
Farrukh Nagar - 120008

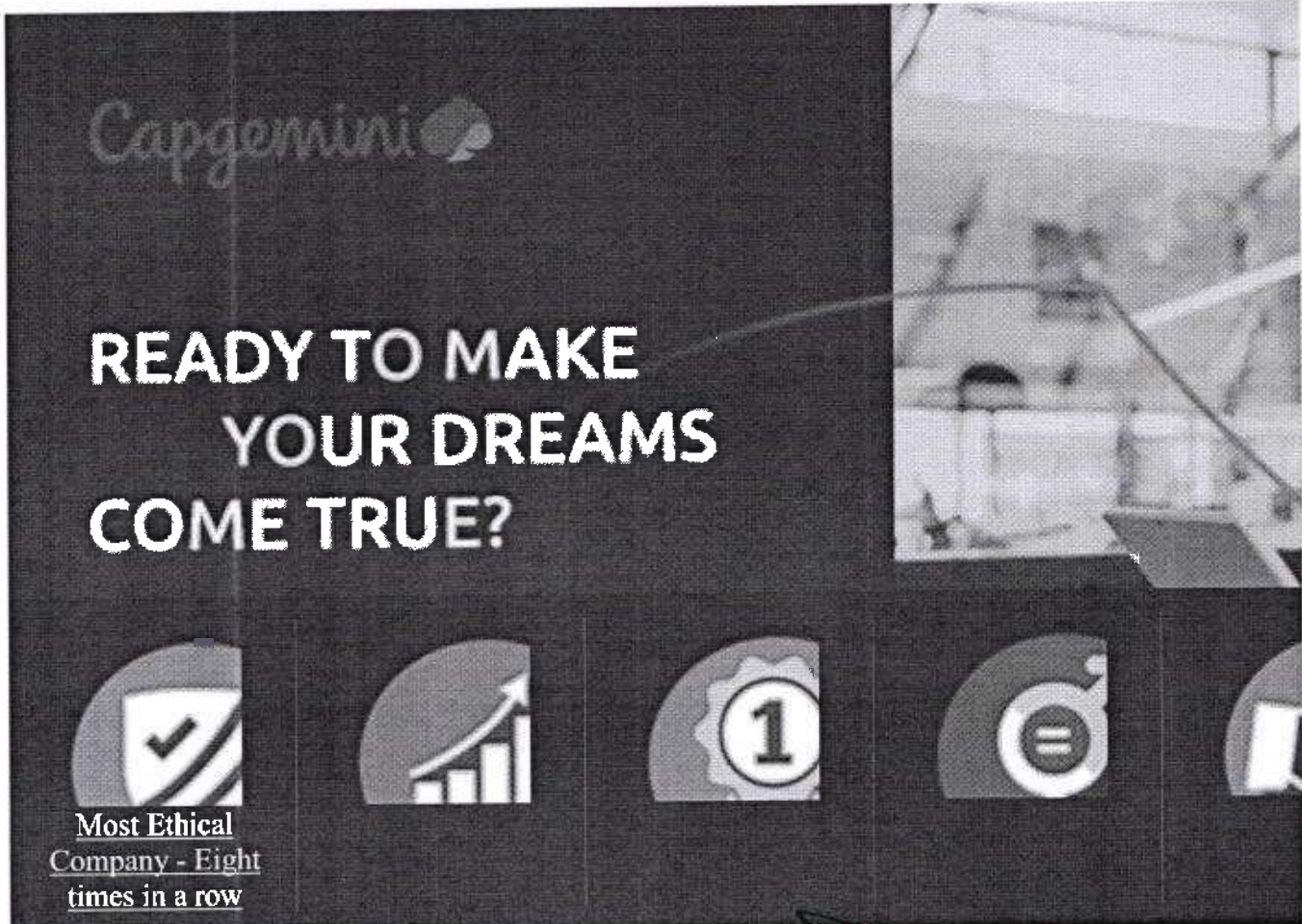
Admission Dronacharya Group of Institutions

From: LALIT SEHRAWAT <lalit.21060@ggnindia.dronacharya.info>
Sent: Tuesday, March 22, 2022 10:22 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

Follow Up Flag: Follow up
Flag Status: Flagged

----- Original Message -----


From: Capgemini via Superset <notifications@email.joinsuperset.com>
To: lalit.21060@ggnindia.dronacharya.info
Date: 03/22/2022 5:43 AM
Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent



The advertisement features the Capgemini logo at the top left. The central text reads "READY TO MAKE YOUR DREAMS COME TRUE?". Below this, there are five circular icons: a checkmark, a bar chart with an upward arrow, a gear with the number 1, a gear with an equals sign, and a gear with a plus sign. Under the first icon, it says "Most Ethical Company - Eight times in a row". On the right side, there is a small inset photo of a person in a white lab coat working at a computer.

Dear Lalit sehrawat,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.


Principal
Dronacharya College of Engineering
Pattukh Nagar - 122002

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all required documents asked during the course of this process before Mar 29, 2022 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process.

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
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- Diploma Certificate(If applicable)
- Post-graduation Marksheets* (If applicable)
- Post-graduation Certificate*(If applicable)

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- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format on
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : [Click here to see the Example](#)

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

Do reach out to us on fresherhiring.in@capgemini.com in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us forward to having you onboard soon!


Principal
Dronacharya College of Engg.
Farrukh Nagar - 120009

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University Hiring & Relations Team

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A handwritten signature in blue ink, appearing to be "D. A." with a stylized flourish.

Principal
Dronacharya College of Engg.
Farrukh Nagar • 128600

Admission Dronacharya Group of Institutions

From: Akshit Kathait <akshitkathait7@gmail.com>
Sent: Monday, January 24, 2022 2:26 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

Follow Up Flag: Follow up
Flag Status: Completed

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

From: Capgemini via Superset <notifications@email.joinsuperset.com>
Date: Mon, 24 Jan, 2022, 2:21 pm
Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent
To: <akshitkathait7@gmail.com>



The image is a promotional graphic for Capgemini. It features the Capgemini logo at the top left. The main text reads "READY TO MAKE YOUR DREAMS COME TRUE?". Below this, there are five circular icons: a checkmark, a bar chart with an upward arrow, a number 1 inside a gear, an equals sign, and a handshake. Under the first icon, it says "Most Ethical Company - Eight times in a row". On the right side, there is a black and white photograph of a person working at a computer in an office setting.

Dear Akshit Kathait,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

[Handwritten Signature]
Principal
Dronacharya College of Engg.
Panaji, Goa

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Jan 31, 2022 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets(If applicable)
- Diploma Certificate(If applicable)
- Post-graduation Marksheets* (If applicable)
- Post-graduation Certificate*(If applicable)

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- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

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Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

Do reach out to us on fresherhiring.in@capgemini.com in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career. Ace your career at Capgemini.


Principal
Dronacharya College of Engg.
Farrukh Naor + 988500

University Hiring & Relations Team

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Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Vaibhav Pandita <vaibhav.21914@ggnindia.dronacharya.info>
Sent: Wednesday, February 16, 2022 1:01 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Capgemini Exceller - Welcome to ADAPT
Attachments: image002.emz; image004.emz

Get [BlueMail](#) for Desktop

----- Original Message -----

Subject: Capgemini Exceller - Welcome to ADAPT
Date: Wed Feb 16 2022 11:00:15 GMT+0530 (India Standard Time)
From: "IN, ADAPT" <adapt.in@capgemini.com>
To: "vaibhav.21914@ggnindia.dronacharya.info" <vaibhav.21914@ggnindia.dronacharya.info>

Dear Vaibhav Pandita ,

Greetings from Capgemini.

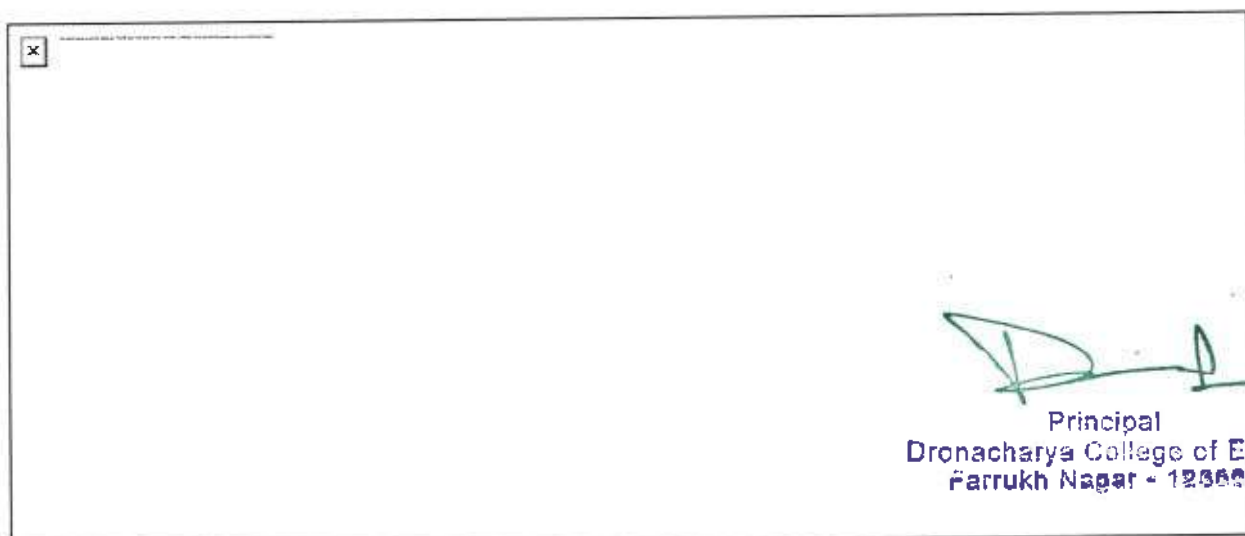
Thank you for accepting the Letter of Intent.

We are delighted to introduce you to our Flagship Pre-joining Program enabled by our Digital platform **ADAPT** (**A**ccelerated **D**igital **A**id for **P**re-**O**nboarding the **T**alent). This platform offers you a comprehensive suite of self-paced learning modules blended with periodic assessments. Successful completion of learning through this platform is key pre-requisite for next level training. Hence, request you to take good advantage of this learning opportunity and be fully equipped to start your career with us.

What does ADAPT offer you?

1. Equip yourself with foundational skills especially if you are not from CS/IT background
2. If you are graduating with CS/IT, leverage this platform to refresh your skills and get a firm grip on fundamentals
3. Get into the discipline and mode of Self Learning and Learning by Doing and gear up for the advanced skill training upon joining
4. Compare your progress with your peers and best performing benchmark through weekly dashboard
5. Enhance the possibility of early onboarding by completing the course on time and demonstrating good performance

Flow of program





Your learning journey starts with foundation module which is a bouquet of fundamental courses which prepares you for the future modules. You are mandatorily required to complete the course. Please note that your participation and performance in all the components of the program – quizzes, and assessments will be considered in your overall ADAPT performance.

Expectation from the participant

- You are expected to understand the complete learning journey
- Asses yourself on the skills being covered
- Create a learning plan focused on the gaps
- Complete the online learning modules including quizzes as per your plan
- Participate in the webinars to get your questions cleared
- Take up all the assessments that are conducted through the journey and emerge as a budding professional ready to get into Capgemini
- Share your learnings with your peers and get recognized for your technical brilliance and boundary less behaviour

To sum up, enjoy the learning and lay a strong foundation for yourself to have a successful career in IT Industry.

Ethics and Confidentiality

	At Capgemini, we value ethics as these are not only rules of behaviour but also guiding principles. We expect you to live by these values and maintain integrity while you participate in the assignments, quizzes, and assessments. Any unethical practice would adversely impact your onboarding into Capgemini.
	You are expected to maintain confidentiality of the program details, including your user-id and password.

Next Steps

You are expected to be a part of the kick-off session scheduled on **18th Feb,22**. You will be receiving a meeting invite separately in couple of days.

You will be receiving the user credentials from email ID: adapt.in@capgemini.com (this email can also be used for highlighting any issues where you are not getting help – related to the ADAPT program only).

All the best!



Capgemini Team



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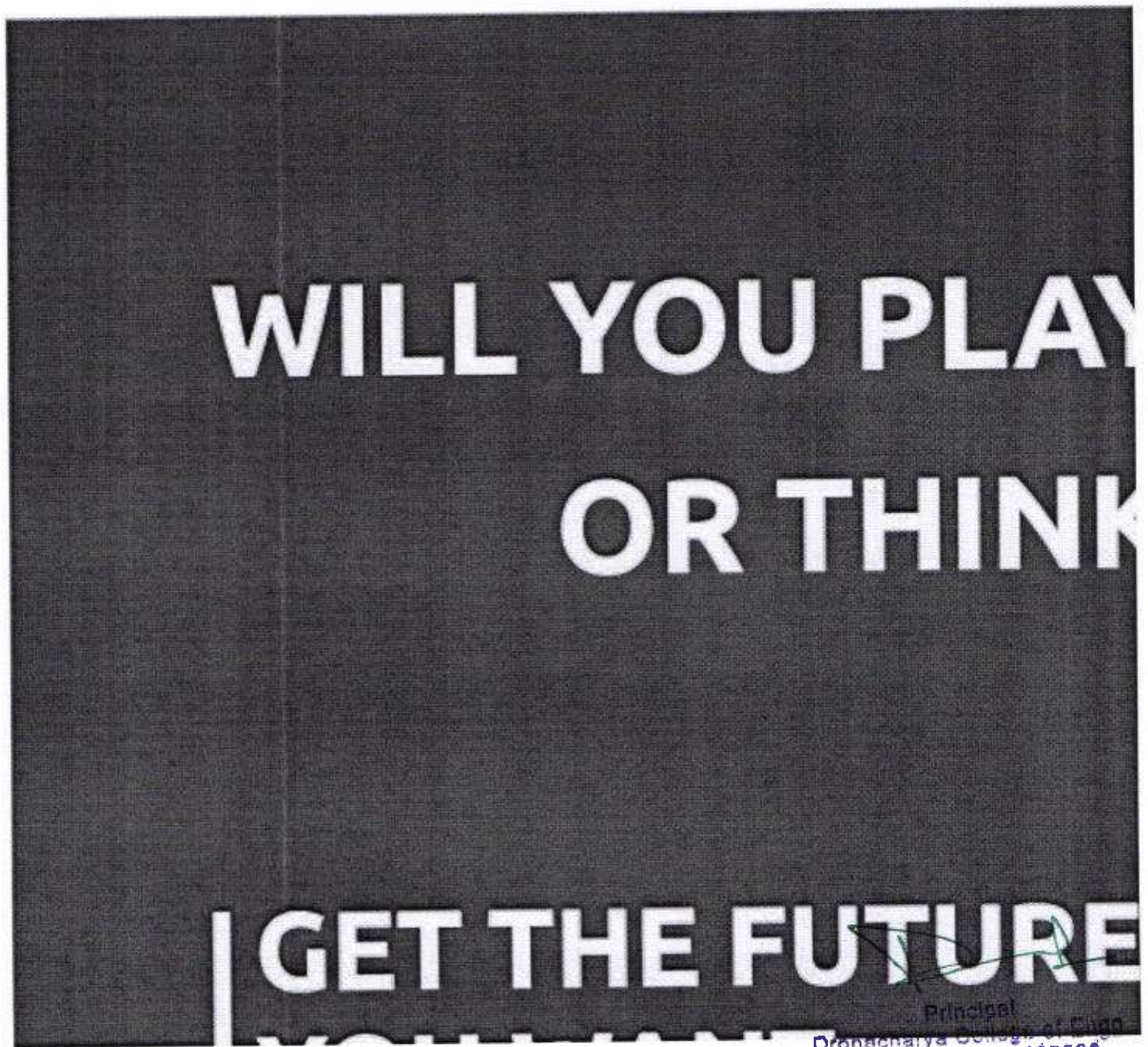

Principal
Dronacharya College of Engg.
Farrukh Nagar - 125006

Admission Dronacharya Group of Institutions

From: Aayush Saini <aayushreigns@gmail.com>
Sent: Friday, February 18, 2022 7:23 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Capgemini Pooled Campus Drive for 2022 Batch - Please share your response

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

From: Capgemini Exceller <capgemini.exceller@joinsuperset.com>
Date: Fri, Feb 18, 2022 at 6:09 PM
Subject: Capgemini Pooled Campus Drive for 2022 Batch - Please share your response
To: <aayushreigns@gmail.com>



Dear Candidate,

Greetings from Capgemini!!!

We hope this mail finds you and your loved ones, safe and healthy.

With reference to our earlier communication and your assessment performance, we would like to offer you an opportunity to apply for the Infrastructure Services Profile. Request you to go through the details and share your response through the survey link mentioned below by **Monday, 21st February 2022**.

Capgemini has a global presence across 187 countries with customers across diverse verticals, **Infra Competency** is a multi-cultural space with over 12000 employees spread across India and we hope that you will be able to build a career here.

Capgemini's **Infrastructure Services** portfolio includes a full spectrum of End-User Services, Cloud/Data Services, Automation and Cybersecurity Services and all services are designed to work in combination with each other, not just separately. Our unique approach to Infrastructure Services connects solutions, services and suppliers to implement integrated solutions across the IT supply chain.

In the new normal digitization, Cloud, AI and Automation are the key to maintain business continuity, innovation and productivity. With the massive proliferation of devices, the perimeter for connections are becoming more redundant. Digital connections, innovations are key and Capgemini helps you harness to create delightful experiences and open new avenues. It is important you to be flexible in working with clients (24 x 7 rotational shifts) across different regions and time zones.

Infrastructure Services India has many opportunities like Network specialist, Cloud Engineers, Cybersecurity profiles, DevOps Associate, Cloud Analyst, Service management, Automation Architects. It is vibrant and dynamic environment which values out of the box thinking and creativity.

Note: - Your allocation to a particular role in Infrastructure Services will be based on your performance during training post you join Capgemini. Infrastructure Services caters various BU demands in Capgemini.

- **Survey Link - [Click Here](#)** (Last date to share the response is Monday, 21st February 2022)

Regards,

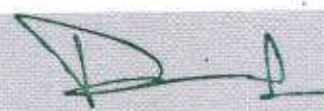
University Relations & Hiring Team

Capgemini

Stay Connected. Stay Updated.



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Principal
Dronacharya College of Engg.
Farukh Nagar - 131006

Admission Dronacharya Group of Institutions

From: govind kaushik <govindkaushik1999@gmail.com>
Sent: Tuesday, October 18, 2022 2:16 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: DOCUMENTS REQUIRED_CAPGEMINI
Attachments: image001.png; image002.gif; image019.png; image020.png; image021.png; image022.png; image023.png; image024.png; image025.png; image026.png; image024.png; BGV Undertaking Form-A2.pdf; Database and Court record Form.pdf; database form.pdf; Instructions to Fill BGV Undertaking Form.pdf; IRF Form.pdf; Training Agreement_Fresher (4) (1).pdf; Instructions - How to fill Training Agreement (4) (1).pdf

Follow Up Flag: Follow up
Flag Status: Flagged

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

From: Veda, S <veda.s@capgemini.com>
Date: Mon, Oct 17, 2022, 1:48 PM
Subject: DOCUMENTS REQUIRED_CAPGEMINI
To:

Dear Candidate,

Greetings from Capgemini!!


Hope this mail finds you safe and in good health.

We are glad to inform you that your joining has been confirmed on **27th October 2022 at Gurgaon**. Your onboarding will be Virtually.

Please confirm your interest in joining us by replying on the same mail trail by **17th Oct 2022 by 3PM**.

If you are not interested in joining then reply us with completed reason on the same mail trail by **17th Oct 2022 by 3PM**.

Also confirm that all your theory and practical exams for final year / semester are completed and there are no backlogs while replying this email.(Mandatory Filed)


Principal
Dronacharya College of Engg.
Farukh Nadeer - 198608

Once onboarded you will receive your training schedule. The training will begin in a **Physical** mode. However, if the lockdown conditions allow, a travel schedule will be provided to you and you will have to report **in person** for your training as per the schedule to the location mentioned in the offer letter.

***Please note that travel for training will be considered keeping in mind the lockdown protocols and please do not make any travel plans without receiving the training schedule.**

We are initiating Offer and would require your documents in the below mention format.

1) Documentation:

- IRF: Please find the IRF attached in this mail. Please fill the same.
 - Date of Authorization means the date on which you are filling the IRF form.
 - Signature should be manually signed.

2) Undertaking Form

- In undertaking form write your Name & DOJ(27/10/2022) and Applicant id should be blank

Under required education documents

- Tick all 3 checkboxes and mention the date as 27/12/2022 (till when you can share your pending documents) .

3) Training Agreement :

Please find attached the Training agreement & instructions to fill the same. Once completed, please get it notarized and send us the notarized scanned copy on or before the 18th Oct 2022 by 5PM.

➤ All Documents In this table (all 11) are mandatory_ any missing forms will lead to rejecting the candidature.

➤ Please put all 11 different PDF in one final zip folder. Name of the file should be First name & last name_ mandatory documents . Ex Harish Singh_ Mandatory documents

Sr no	Document Required	Format	Rename the document as	Example
1	Degree Certificate/Provisional	Scanned in 1 PDF format	First name last name Degree Certificate	If your name is harish
2	Degree (Mark sheet mandatory till 7th semester), Consolidated Marks sheet is compulsory also share 8th semester if received.(Pdf size should be maximum 4MB	Scanned in 1 PDF format	First name last name BE Marks sheet	If your name is harish
3	HSC/12th/Diploma marksheet and Certificate is compulsory	Scanned in 1 PDF format	First name last name 12th Marksheet	If your name is harish
4	10th marks sheet is mandatory	Scanned in 1 PDF format	First name last name 10th Marks sheet	If your name is harish
5	Resume_Updated with Proper permanent Address	Scanned in 1 PDF format	First name last name Resume updated	If your name is harish
6	Recent passport Size photograph	Scanned in 1 PDF format	First name last name photograph	If your name is harish

7	IRF Form (Attached in email)	Filled, signed manually and Scanned in PDF format	First name last name IRF	If your name is harish
8	Government ID Proof (Aadhar card & Pan Card)	Scanned copy of these 2 documents	Fist name last name Govt ID proof	If your name is harish
9	Undertaking BGV Form	Scanned in PDF format	First name last name Undertaking	If your name is harish Please check instructi with their candidature
10	Database form	Scanned in PDF format	First name last name Database	If your name is harish
11	Database Court form	Scanned in PDF format	First name last name Database	If your name is harish

• **Active backlog will not be applicable.**

Note: The scanned copies must be clearly visible (blurred documents will not be accepted). Please ensure the documents are scanned completely and are not cut off from the edges. The size of document should in PDF format only with file size less than 4 MB.

The deadline for sending the documents is **18th OCT 2022 by 10AM**... Kindly adhere to the deadline to avoid delay in further formalities.

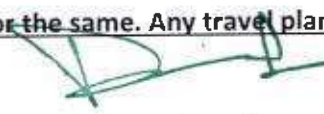
IF ANY CANDIDATE FAILS TO SUBMIT THE DOCUMENTS BEFORE TIME MENTIONED WILL BE AUTOMATICALLY REJECT FROM THE OFFER PROCESS.

After the offer is released, you will need to fill the Candidate Wizard / Welcome Letter before the joining date. (Link will be provided)

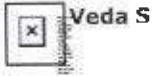
Please find below a handy Checklist for filling Candidate Wizard / Welcome letter

Sl. No.	Check List while filling the Candidate Wizard
1	Name in offer letter will be as per Govt ID submitted.
2	Check on Date of Birth
3	Personal Email ID
4	PAN No. to be filled
5	Aadhaar No. to filled
6	UAN if applicable, to be filled
7	Check correct Date of Birth of Dependents
8	Check that "Self" and siblings are not nominated in all nominations

***Please note that the onboarding is virtual and you are not expected to travel for the same. Any travel plan should be made only once you receive the training schedule.**


Principal
Dronacharya College of Engg.
Farukh Nagar - 124866

Regards,



Capgemini Technology Services India Limited

www.capgemini.com



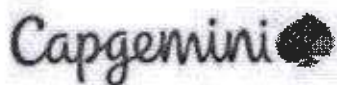
Connect with Capgemini:



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Principal
Dronacharya College of Engg.
Farrukh Nagar * 125002



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

Superset ID: 2391779

Letter of Intent ("LOI")

Dear Gyandeep Kushwaha,

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

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

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

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

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

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.


Principal
Dronacharya College of Engg.
Farukh Nagar - 128508

Upon joining Capgemini,

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

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

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

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

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

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 2391779**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 2391779**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 2391779**

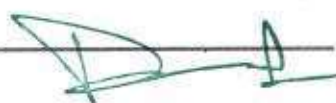
Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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Principal
Dronacharya College of Engg.
Farrukh Nagar - 123608

ANNEXURE 1

Gyandeep Kushwaha
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

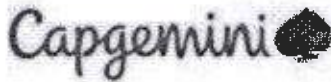
Tejinder Sethi
Head - Fresher Hiring

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Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950



Principal
Dronacharya College of Engg.
Farukh Nagar - 128606



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

Superset ID: 1372282

Letter of Intent ("LOI")

Dear PARTH JJOSHI,

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

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

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


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

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

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123508


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123508

Upon joining Capgemini,

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

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

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

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

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

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1372282**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1372282**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1372282**

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

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Principal
Dronacharya College of Engg.
Faridkot Nagar - 123508

ANNEXURE 1

PARTH JJOSHI
Analyst and A4


Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

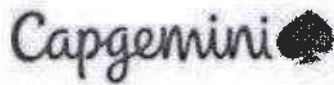
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950


Principal
Dronacharya College of Engg.
Panvel Nagar - 123608



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

Superset ID: 1373556

Letter of Intent ("LOI")

Dear Vineet Singh,

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

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

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

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

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

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.


Principal
Dronacharya College of Engg.
Farukh Nagar - 123606

Upon joining Capgemini,

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

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

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

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

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

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1373556**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1373556**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1373556**

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

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Principal
Dronacharya College of Engg.
Rohini Nagar - 123506

ANNEXURE 1

Vineet Singh
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950


Principal
Dronacharya College of Engg.
Fartukh Nagar - 192508

Offer - Letter

Ref No.HR/OL/22-23/001

Date:-February 9th,2022

To,
Mr. Harendra Yadav
House no.-211
Village-Bhangrola
Gurgaon

Sub:Offer Letter

Dear Mr. Harendra,

With reference to your application for the post of 'GET' and subsequent interview with us, we are pleased to offer you an appointment in our Organization at the position of "Graduate Engineer Trainee" with stipend of "INR 16,000 PM .As agreed, you are required to join the Organization on February 9th, 2022 at 09:30 A.M.

You are requested to bring following documents on the date of joining:

1. Aadhar Card
2. Academic Marksheets
3. Blood Group report
4. 5 passport photographs

You are requested to report at the following venue

Capital Business System Pvt Ltd
288 A, Phase 4, Udyog Vihar, Sector-19,Gurugram
Haryana-122016

All the best for your future association with CBSL Group.

For CBSL


(Authorized Signatory)

Accepted

Date:

Signature





CMMIDEV/5
CERTIFICATE OF INTEGRITY



ISO/IEC 20000

Offices at:

New Delhi, Mumbai, Kolkata, Chennai, Bangalore, Hyderabad, Chandigarh,
Jaipur, Ranchi, Indore, Bhubaneswar, Patna, Vadodara,
Nagpur, Coimbatore, Bhopal, Gurgaon, Karol Bagh,
Ranchi, Patna, Bhubaneswar, Patna, Vadodara,
Nagpur, Coimbatore, Bhopal, Gurgaon, Karol Bagh,

Principal

Dronacharya Centre of Excellence
Ranchi, Patna, Bhubaneswar, Patna, Vadodara,
Nagpur, Coimbatore, Bhopal, Gurgaon, Karol Bagh,



CAPITAL BUSINESS SYSTEMS PVT. LTD.

REGD. OFFICE: 208 A, Phase - II, Udyog Nagar, Sector - 13, Gurgaon - 122 015, India
TEL: +91 124 4577700 WEBSITE: www.cbssystem.com E-MAIL: info@cbssystem.com
GST: 05AAAC00549120

Ref. No.: 3007131425
Date: September 01, 2022

LETTER OF APPOINTMENT

Dear Mr. Jatin
Address: H No. 232, Near Dharmasala Mokahwas
(132) Gurgaon Haryana-122413

With reference to your application for employment in our organization, representing that, you possess adequate technical knowledge and necessarily know how pertaining to the job responsibility and the subsequent interview you had with us. On the faith and strength of the said representation and warranties, we are pleased to appoint you on the following terms and conditions.

Your letter of appointment (Two Copies) comprising of two sections as under:-

1. Section - I Covers all the terms and conditions governing your appointment.
2. Section - II Outlines your remuneration package inclusive of all perquisites & Guidelines to avail multiple perquisites attached to your position.

Kindly return the second copy of the appointment letter duly signed on each page as a token of your acceptance.

1 JOINING

Your appointment to our organization comes into effect from the date of your joining i.e. September 01, 2022

2 DATE OF BIRTH

Your date of birth has been considered December 28, 2000. The same data shall be taken care for all official purpose, whenever and where ever it is applicable.

3 RETIREMENT

You will automatically be retired from the service of the company on attaining the age of 60 years or even earlier if found medically, physically, or mentally unfit.

Your date of Retirement will be December 27, 2060

4 DESIGNATION

You would be designated as "Software Developer" in Grade, "M3". Management reserves the right to change your designation at any time.

5 PLACE OF POSTING

Your initial place of posting will be at "Gurugram". Management may, however, at any time, transfer you to any other place, office, division or department of the Company, whether existing or to be set up later. Your services can also be lent or transferred to any other Group Company by the Management at its sole discretion. In such an event, your employment will be governed by the service conditions of that division/ office/ company.



Page 1 of 10

Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

9/1/22

REGD. OFFICE: G-13, Udyog Nagar Industrial Area, New Delhi-110 041, India
TEL: +91 11 47547700 | CIN: U74100DL1974PTC007505

Offer - Letter

Ref No.HR/OL/22-23/008

Date:-March 2nd,2022

To,
Miss.Kajal Kumari
RZ-215 A/3 Rajnagar Part 2 Palam Colony
New Delhi -110077

Sub:Offer Letter

Dear Miss, Kajal,

With reference to your application for the post of "GET" and subsequent interview with us, we are pleased to offer you an appointment in our Organization at the position of "Graduate Engineer Trainee" with stipend of "INR 16,000 PM .As agreed, you are required to join the Organization on **March 2nd, 2022** at **09:30 A.M.**

You are requested to bring following documents on the date of joining:

1. Aadhar Card
2. Academic Marksheets
3. Blood Group report
4. 5 passport photographs

You are requested to report at the following venue

Capital Business System Pvt Ltd
288 A, Phase 4, Udyog Vihar, Sector-19,Gurugram
Haryana-122016

All the best for your future association with CBSL Group.

For CBSL



(Authorized Signatory)

Accepted

Date:

Signature

REGD. OFFICE: G-13, Udyog Nagar Industrial Area, New Delhi - 110044, India
TEL: +91 11 47547200 | CIN: U74999DL1974PTC007505


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506



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ISO/IEC 20000

SIGMA

Offer - Letter

Ref No.HR/OL/22-23/002

Date:-February 9th,2022

To,
Mr. Vishesh Jakhar
D-402,N.P.S.C.Society,plot no.5,Sector-2
Dwarka,New Delhi-110075

Sub:Offer Letter

Dear Mr. Vishesh,

With reference to your application for the post of 'GET' and subsequent interview with us, we are pleased to offer you an appointment in our Organization at the position of "Graduate Engineer Trainee" with stipend of "INR 16,000 PM .As agreed, you are required to join the Organization on February 9th, 2022 at 09:30 A.M.

You are requested to bring following documents on the date of joining:

1. Aadhar Card
2. Academic Marksheets
3. Blood Group report
4. 5 passport photographs

You are requested to report at the following venue

Capital Business System Pvt Ltd
288 A, Phase 4, Udyog Vihar, Sector-19,Gurugram
Haryana-122016

All the best for your future association with CBSL Group.

For CBSL



(Authorized Signatory)

Accepted

Date:

Signature

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123008



CMMI DEV/5™
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ISO/IEC 20000

Offices at:

New Delhi, Mumbai, Kolkata, Chennai, Bangalore, Hyderabad, Chandigarh, Jaipur, Kanpur, Lucknow, Ranchi, Indore, Bhubaneswar, Patna, Vadodara, Nagpur, Guwahati, Dehradun, Agra, Karnal

Admission Dronacharya Group of Institutions

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Friday, December 3, 2021 9:41 AM
To: 'TPO'
Cc: 'Director Director'; principal@ggnindia.dronacharya.info
Subject: Regarding Selection at Cloud Analogy || Batch 2022
Attachments: image001.png; image002.gif

Dear Renu Ma'am,

Congratulations!!

Sharing the Selection details of Cloud Analogy

Please find the attached list of selected students for all the mentioned profiles along with the package details and their joining date will be confirmed soon to you, Kindly block them for Cloud Analogy

College Roll No	Candidate Name	College Name	Candidate Official E-mail ID	Contact Number
21377	Harsh Yadav	DCE	harsh.21377@ggnindia.dronacharya.info	9671736458
21143	Yash Yadav	DCE	yash.21143@ggnindia.dronacharya.info	8860738892
21097	Rohan Kumar	DCE	rohan.21097@ggnindia.dronacharya.info	9650690994
21003	Abhinav Rai	DCE	abhinav.21003@ggnindia.dronacharya.info	8178486066

Thanks & Regards,
Richa Jaiswal
Training & Placement Officer,
Dronacharya Group of Institutions,
Phone: 0120- 2322022
Extension: 227
Mobile: 8960322672, 9910380105
E-mail: tpo@ggnindia.dronacharya.info
Website: www.dronacharya.info
Address: 27, Knowledge Park III - Greater Noida - 201 306 (U.P)



A Clean Environment is a Safe Environment.

Principal
Dronacharya College of Engg.
Farukh Nagar - 128666



Personal & Confidential

Ref: CSPL/GGN/20220121/02

Date: 21/1/2022

Ms. Shikha Chauhan
Dronacharya College Of Engineering
A-1/272, Madhu Vihar, Near Uttam Nagar,
New delhi-110059

Dear **Shikha,**

I am delighted & excited to welcome you to Cogneau Systems Private Limited. At Cogneau, we believe that our team is our biggest strength and we take pride in hiring ONLY the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful employment experience with us.

Your appointment will be governed by the terms and conditions presented in the Annexure A.

We look forward to you joining us. Please do not hesitate to call us for any information you may need.

Congratulations!

Sincerely,
For Cogneau Systems Private Limited.

Ashish Kohli

Ashish Kohli
Director

Cogneau Systems Private Limited

Regd. Office: C-30, SF, Mayfield Garden, Sector-50, Gurugram-122018, Haryana, INDIA
Tel: +91.124.425.4115, Email: ping@cogneau.com
CIN U72900HR2015PTC057452

Principal
Dronacharya College of Engg.
Farukh Nagar - 123506



Annexure A

With reference to your application and the subsequent interview and discussions you had with us, we are pleased to offer you employment as per below details:

Name	Shikha Chauhan
Designation	Product Developer
Company Name	Cogneau Systems Private Limited
Joining Date	1/08/2022
Location	Gurugram

Compensation Details

Fixed Compensation		
Salary Components	Yearly Figures (INR)	Monthly Figures (INR)
Basic	275000	22917
House Rent Allowance	110000	9167
Special Allowance	165000	13750
Total	550000	45833
Variable Compensation (INR)		
Performance Linked Bonus Pay*	200000	
ESOP (INR)		
ESOP Grant *	50000	
Total Compensation (INR)		
Fixed + Variable + ESOPs	8,00,000	
Other Benefits		
Group Health Insurance Policy	Sum Assured (for Self) - INR 200000	

Note

1. Please note that the total ESOPs to be granted to you will be Rs.1,50,000 over 3 years.
2. The ESOP Grant and Bonus pay are subject to additional terms and conditions, the details whereof will be shared subsequently with you in writing.


Principal
Drazenbarya College of Engg.
Ranukh Nagar - 123506



This offer is subjected to the terms and conditions set out here

Terms and Conditions:

1. Probation Period

You will be on probation for first 180 calendar days of your employment with Cogneau Systems Private Limited (referred as CSPL or Company hereafter). After completion of probation period, you will be appraised for satisfactory performance and basis which your compensation will be revised as appropriate.

After probation period, CSPL would normally confirm you. However, if your performance is not found satisfactory, CSPL at its sole discretion may terminate your employment. On completion of 180 calendar days, your services shall be deemed to have been confirmed automatically unless the probation period is extended with a written communication to that effect.

2. Working Hours

2.1 The office working hours will be nine hours a day and six days per week starting from Monday to Saturday (except two alternate Saturdays in every month). Flexible work timings are allowed.

2.2 You may be required to work in shifts and/or in extended working hours as permitted by law.

2.3 You may be required to work beyond your existing working hours depending upon the business requirements/exigencies from time to time.

3. Location and Transfer:

During the period of your employment you are liable to be transferred to any place of business of the organization or in the group organization existing or acquired later, on the basis of business requirement at the company's discretion. In the event you are transferred by the Company to another position (which may include transfer to a new role, competency or office) or location of the Company, the terms and conditions applicable to the new position or location (including, but not limited to the compensation, benefits, allowances, entitlements, rules, regulations and conditions of service of such new position or location) shall apply to you.

4. Compensation Structure

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

5. Leaves:

You will be entitled to leaves as per company leave policy.

A handwritten signature in blue ink, appearing to be "D. D. S.", is written over a faint circular stamp.

Principal
Dronacharya College of Engg.
Farukh Nagar - 120606



6. Retirement Age:

The retirement age is 60 years. Employment with the company shall automatically cease at the end of the month in which the employee reaches the retirement age of sixty. You have recorded and confirmed that your date of birth is **05th June, 2000**.

7. Alternative Occupation/Employment

During the period of your employment (including the probation period) as an employee of CSPL, 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 CSPL.

8. Non-Disclosure Agreement

8.1 As part of the joining formalities, you are required to sign a non-disclosure agreement (NDA), which aims to protect the intellectual property rights and business information of CSPL and its customers.

8.2 All the work that you will produce at or in relation to Cogneau Systems Private Limited will be the intellectual property of Cogneau Systems Private Limited. You are not allowed to store, copy, sell, share, and distribute it to a third party under any circumstances. Similarly you are expected to refrain from talking about your work in public domains (both online such as blogging, social networking site and offline among your friends, college etc.) without prior discussion and approval from your manager.

8.3 We take data privacy and security very seriously and to maintain confidentiality of any students, customers, clients, and companies' data and contact details that you may get access to during your employment will be your responsibility. Cogneau Systems Private Limited operates on **zero tolerance** principle with regard to any breach of data security guidelines.

9. Background Verification Checks

Your employment with CSPL will be subject to background verification checks conducted by CSPL or a third party agency. Normally, such checks are completed within one month of joining.

If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of service without notice.

10. Termination of Employment

10.1 During your tenure with CSPL, either you or CSPL can terminate the appointment by giving written notice or basic salary for the duration of notice period in lieu of the notice. The notice period will be 30 days during probation period and 90 days thereafter.

10.2 As per company policy, the service certificates shall be issued subject to completion of exit formalities and serving the complete notice period. The Company at its sole discretion may accept full or part payment, in lieu of the notice.


Principal
Dronacharya College of Engr.
Farrukh Nagar - 128606

10.3 In case of early relieving approved by the company, the shortfall of notice period shall be recovered as per policy.

10.4 If in the reasonable opinion of the Company you are guilty of misconduct, Company may terminate your employment without notice and any payment thereof. Misconduct includes but is not limited to dishonesty, theft, misrepresentation, breach of business conduct guidelines, policies, applicable laws and refusal to obey reasonable command of supervisor

11. On Separation:

11.1 Upon your resignation or termination of your employment by the Company, you will immediately return to the Company, all tools, accessories, formulae, documents,

specifications, books etc. of whatsoever nature in your custody, care of charge and obtain clearance certificate from the relevant person / office/ department, on production of which alone your dues, if any, will be settled by the Company.

11.2 As part of this offer, you also authorize the Company to share your employment details with any future or potential employer as part of their background and reference check.

12. General conditions:

a) You will work under the supervision of a duly appointed Manager or any such officer as may be decided by company from time to time. You shall diligently and faithfully carry out instructions given to you by your superiors in connection with the work assigned to you to the best of your skill and ability.

b) You shall lose your lien on employment, if you remain absent without an approved leave from your manager for more than 10 days.


c) In accordance with the standard practice of the Company, we request you to treat the terms of your employment as private & confidential. You are not to disclose or discuss your compensation with anyone except with HR and your manager.

d) You will be solely responsible for your income tax. Where required by the local laws and tax authorities, the Company will deduct income taxes you owe from your monthly income and remit such monies to the tax authorities on your behalf.

e) You will inform the Company of any change in your personal data within 3 working days.

13. Adherence to Company Rules and Regulations

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of CSPL as applicable to you and the changes therein from time to time. The Company reserves the right to amend any of the benefits and/or employment terms and conditions stated in this contract.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123006



14. Compliance to all clauses

You should fulfil all the terms and conditions mentioned in this letter of offer. Failure to fulfil one or more of the terms and conditions would entitle CSPL to withdraw this offer letter anytime at its sole discretion.

15. Post acceptance of CSPL Offer letter if you fail to join on the joining date mentioned in the letter, the offer will stand automatically terminated at the discretion of CSPL.

16. At CSPL, we love people who like to go beyond the normal call of the duty and can think out of the box. Surprise us with your passion, intelligence, creativity and hard work – and expect appreciation & rewards to follow.

17. Expect constant and continuous objective feedback from your manager and other team members and we encourage you to ask for and provide feedback at every possible opportunity. It's your right to receive and give feedback – this is the ONLY way we all can continuously push ourselves to do better.

18. Have fun at what you do and do the right thing – both the principles are core of what CSPL stands for and we expect you to imbibe them in your day to day actions and continuously challenge us if we are falling short of expectations on either of them.

I have negotiated, agreed, read and understood all the terms and conditions of this employment offer letter as well as Annexure hereto and affix my signature in complete acceptance of the terms of the letter.

Date:

Signature:

Place:

Name:



Principal
Dronacharya College of Engg.
Farukh Nagar - 122604

Suraj Yadav

Date: 26 August 2021

Address: RZ-1225, Gali No:- 5/3, Main SagarPur, South West Delhi, New Delhi, Delhi - 110046

Ph.: (+91)- 9868382713

Dear Suraj Yadav,

Welcome To Collegedunia Web Pvt. Ltd.

Congratulations for your selection and subsequent on boarding with us.

We are an extensive search engine for the students, parents and education industry players who are seeking information. Today, we are proud to inform you about our numerous products namely, Zoutons, 3Dot14, Frizza and CarHp.

Collegedunia is always looking for dynamic professionals who will drive the company forward.

We are delighted to offer you the role of "Developer - React Native" within our team "Collegedunia Tech".

We believe in your skills and knowledge and are sure of your successful career ahead.

Looking forward to grow as a company with hope for a mutually beneficial relationship.

Enclosed:

1. Letter of Appointment
2. Annexure A (Remuneration)

Collegedunia Web. Pvt. Ltd.



Principal
Dronacharya College of Engg.
Farukh Nagar - 122008

Letter of Appointment

Suraj YadavEmployee Code: **CD2981**

Address: RZ-1225, Gali No:- 5/3, Main SagarPur, South West Delhi, New Delhi, Delhi - 110046

Ph.: (91) 9868382713

JoiningYour scheduled date of employment with us will be **26 August 2021****Location**

The location of posting ("work location") would be **Gurugram**. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

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

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

Contract


This letter of Appointment shall constitute a valid and binding contract between Collegedunia and the Employee.

1) Probation and confirmation

You will be on probation for a period of six months from the date of joining. On successful completion of your probation, you will be confirmed as a permanent employee, in writing by Collegedunia. Your confirmation is also subject to your submitting the documents required by the Company and successful background check.

2) Background checks

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


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506



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

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

3) Leave

Leaves are earned by duties or services and cannot be claimed as a matter of right. Each employee should be aware that in case of any exigencies of work, it will be opened to the management, to refuse, postpone, revoke or reduce leave of any description.

It is to be noted that, that during the period of leave, an employee should not take up or accept any employment or work outside either on remuneration or without remuneration.

Before Proceeding on Leave, an employee shall intimate to the management about his/her contact number, postal address while S/he is on leave and shall keep the said authority informed to the changes in the details (if any). In the event of incapacity due to sickness or injury, the employee must inform the manager, in writing, at least one hour prior to his/her usual reporting time.

You are not entitled to any leave, in the first month of joining. However, while on probation a total of six leaves can be availed, which in case not exhausted, shall be added to the leave balance upon confirmation as a permanent employee. The total leaves available to a permanent employee is 32, of which 16 are Annual & 16 are casual or sick leave. In addition to this, a birthday leave can be availed only if it is a weekday, within the month itself.

Authorized leaves shall be in accordance with attendance leaves and other benefits policies. Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year. The Company's Policies also provide for Maternity, Paternity, and Special Study & Sabbatical Leave. Further details will be provided to you upon joining.

Principal
Dronacharya College of Engg.
Farrukh Nagar - 128606

4) Work Schedule & Hours of Working

It shall be mandatory for all employees to clock in minimum of 9 hours per day at work. The start hour shall be 9.30 am sharp. Casual Break timings are 1.30 to 2.00 pm. Use of HRMS is mandatory to mark the attendance as well as to file the leaves.

5) Asset Usage Guidelines

All laptops, equipment and accessories are Collegedunia's property and are provided to an employee for a period of the duration of his/her employment or for a period of time as deemed appropriate by the management. The guidelines for usage, is as below:

Employee should not attempt to install software or hardware or change the system configuration including network settings.

Employee is expected to protect laptops, equipment and accessories from damage and theft. And is monetarily responsible for any physical damage that occurs off practice premises due to poor handling. In case of any physical damage to the laptop on account of poor handling which will be considered as physical damage, the employee will be penalized an amount equal to 10% of the monthly pay or the invoice amount, whichever is lesser.

The physical damage will also be validated by the Laptop Engineer. For Example – Breaking of laptop screen / USB Ports / Power Jack / Plastic (outer body)/ charger (lost) are the common cases of physical damage.


In case the laptop has been stolen from any location during the employment, be it inside the office or outside - The employee will be penalized @ 50% of the current market value of the laptop.

Upon resignation/termination of an employee, the assets shall be returned within 48 hours from the date of the last working day of the employee, failing which an employee shall be deemed to be in authorised possession of the same and the Company can initiate action for recovery of the amount equivalent to the market value of the such asset or adjust the same in the Full and Final Settlement amount of the employee, if any.

6) Compensation and Benefits

1. Salary

Your CTC during employment will be as per attached **Annexure A**.


Principal
Dronacharya College of Engg.
Gurgaon Nagar - 123506



You will be solely responsible for your Statutory taxes. Where required by the local laws and tax authorities, the Company will deduct taxes you owe from your monthly income and remit such monies to the tax authorities on your behalf.

2. Performance-linked Incentive

The details of this scheme, if applicable to your offer will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

3. Annual Appraisal & Increment Policy

The company follows an annual calendar for appraisal & increment. The details for the same shall be communicated to you during the induction.

7) Notice period

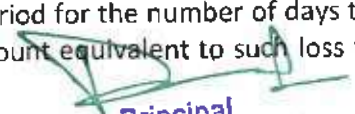
During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your employment can be terminated by the Company with a notice of minimum of 24 hours to a maximum of 30 working days, as per the discretion of the Company, with the settlement of salary dues thereof. If an employee wishes to resign during the probation, the notice period for the same shall be determined at the sole discretion of the Company.

On confirmation, you will be required to give a maximum of three months' notice or salary in lieu thereof in case you decide to leave, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. The Company can terminate your services by giving one month's notice or salary thereof.

Also, the period of notice of an employee working on specific projects could be extended at the discretion of the company, depending upon completion of the project.

In the event that you do not successfully complete your probation, or during the probation or after confirmation, you are involved in an act that constitutes misconduct, insubordination or endangering the organisation or other employees, your training/employment can be terminated by the Company with immediate effect without notice. It shall also be the sole discretion of the Company to terminate an employee with immediate effect in the event of constant poor work performance. No settlement will be done in the aforesaid cases.

In case, a resigned employee avails leave during the notice period or there remains shortfall of the notice period due to any circumstances, he/she would extend the notice period for the number of days the leave is taken or the company will be liable to recover the deduct the amount equivalent to such loss from the dues of the employee.


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

Employees remaining absent for a continuous period of 72 hours shall be treated to be absconding and shall be terminated with immediate effect.

Resignation, tendered within 45 days of salary increment, shall be accepted only on the condition that the remuneration for the entire notice period shall be the amount of previous salary i.e. the salary prior to the increment

8) On Separation

Upon resignation or termination of your employment by the Company, you will immediately return to the Company all tools, accessories, formulae, documents, specifications, books etc. of whatsoever nature in your custody, care of charge and obtain clearance certificate from the relevant person / office/ department, on production of which alone your dues, if any, will be settled by the Company.

The full and final settlement for employees completing the tenure of notice period will be done within a maximum of 45 days from the last day of completion of all formalities by the employee.

In case where any employee is willing to exercise the option of Buy - Out, the confirmation of the same shall be the discretion of the TL. However, it is advisable that at least 50% of the notice is being served.

Buy – out amount will be calculated as to the applicable Tax law.


After completion of the full and final settlement, any communication thereafter shall be with the legal department of the company and not the HR department. The HR department shall not be liable to reply or reciprocate to any of your query.

The presence of an employee at the company premises post the issuance of relieving letter shall be considered unauthorized and the company shall take an action against him/her for trespass, unless the employee has been permitted by the management of the company, in writing, to be present.

As part of this offer, you also authorize the Company to share your employment details with any future or potential employer as part of their background and reference check.

You agree to not joining any competitor within a span of 2 years. If found, you will be liable to pay an amount of Rs 2,00,000/- as the damages done to the organization by doing so.

*A 'Competitor' shall be deemed to be any entity or person that offers identical or similar products/services as Collegedunia and/or its sister concerns such as 3dot14, carHP, etc.


Principal
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New Delhi Nagar 45123506

9) Non-Disclosure

The Company has in its possession certain confidential information that the company has disclosed to the employee, or that the Employee was exposed to during the Employee's employment with the Company.

This agreement regulates use and disclosure of Confidential Information by the Employee and is in addition to any other obligations (including specific obligations of confidentiality and restraint(s)) accepted by the Employee in favour of the Company.

The Employee acknowledges that all right, title and interest in and to the Confidential Information vests in the Company and that the Employee has no claim of any nature in and to the Confidential Information.


The Employee undertakes to maintain the confidentiality of any Confidential Information to which the Employee has gained access after the Commencement Date, and whether intentionally disclosed or inadvertently made available or exposed to the Employee by the Company. The Employee agrees he/she shall not during, or at any time after the termination of my employment with the Company, use for himself/herself or others, or disclose or divulge to others including future employees, any trade secrets, confidential information, or any other proprietary data of the Company in violation of this agreement.

Any documents and/or material embodying Confidential Information which came into the possession of the Employee or that was generated by the Employee in the performance of the Employee's contract of employment shall;

1. be deemed to be the property of the Company;
2. not be copied, reproduced, published or circulated by the Employee; and
3. be surrendered to the Company on demand and/or upon his/her termination.

The Employee agrees and accepts that the violation of this agreement and any clause thereof would cause immediate and irreparable harm to the Employer for which money damages may be inadequate. Therefore, in addition to claim for monetary compensation, the Employer will be entitled to injunctive relief for Employee's breach of any of its obligations under the said Clauses without proof of actual damages and without the posting of bond or other security. Such remedy shall not be deemed to be the exclusive remedy for such violation, but shall be in addition to all other remedies available to the Employer under any Law.

The Employee agrees and accepts that this agreement shall be binding upon him/her and his/her personal representatives and successors in interest, and shall inure to the benefit of the Company, its successors and assigns.



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Farrukh Nagar - 123506



* "Confidential Information" shall mean (i) all information relating to the Company's products, business and operations including, but not limited to, financial documents and plans, customers, suppliers, manufacturing partners, marketing strategies, vendors, products, product development plans, technical product data, product samples, costs, sources, strategies, operations procedures, proprietary concepts, inventions, sales leads, sales data, customer lists, customer profiles, technical advice or knowledge, contractual agreements, price lists, supplier lists, sales estimates, product specifications, trade secrets, distribution methods, inventories, marketing strategies, source code, software, algorithms, data, drawings or schematics, blueprints, computer programs and systems and know-how or other intellectual property of the Company and its affiliates that may be at any time furnished, communicated or delivered by the Company to the Employee, whether in oral, tangible, electronic or other form; (ii) the terms of any agreement, including this Agreement, and the discussions, negotiations and proposals related to any agreement; (iii) information acquired during any tours of the Company's facilities; and (iv) all other non-public information provided by the Company whosoever. All Confidential Information shall remain the property of the Company.

10) Other Terms and Conditions

You hereby agree to be liable for the following:

1. Fully perform services, in a professional manner.
2. During the term of employment, render services exclusively to Collegedunia and sister concern.
3. Not engage in any conduct detrimental to the interest of Collegedunia.
4. Not receive any payments of any nature directly or indirectly unless agreed to Collegedunia.
5. Comply with the safety, health & other rules & regulations of Collegedunia you have been made aware of.

You agree to defend, indemnify and hold Collegedunia and its sister concern harmless from any and all claims, damages, liability, attorney fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.

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 Collegedunia. 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.


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Farrukh Nagar - 123506

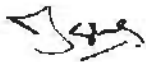
You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute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

Any dispute between you and Collegedunia shall be referred to a sole arbitrator appointed by Collegedunia Web Pvt. Ltd. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Gurugram, India. This Engagement Letter shall be governed by the laws of India.

We at Collegedunia would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment.

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

For Collegedunia Web Pvt. Ltd



Isha Sharma
Manager, Human Resources


Declaration:

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

Date:

Name:

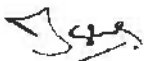
Signature:


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Farrukh Nagar - 123506


Annexure -Salary BreakUp			
CD CODE	CD2981		
Name Of Emp	Suraj Yadav		
Designation	Developer - React Native		
Department	Collegedunia Tech		
Section - A (Gross Fixed Salary Components)			
Particulars	Annual	Monthly	
CTC	750000	62500	
Basic	285600	23800	
House Rent Allowance	142800	11900	
Other Allowances	143916	11993	
Telephone & Internet Reimbursement	12000	1000	
Bonus	24528	2044	
Meal reimbursement	28800	2400	
Vehicle maintenance	0	0	
Driver salary	0	0	
Leave Travel Allowance	36000	3000	
Training exp	0	0	
Books and Periodicals	12000	1000	
Total	685644	57137	
Section - B (Performance Linked Bonus)			
ESOPS	0	0	
Variable	50000	0	
Retention Bonus	0	0	
Section - C (Retirals & Health Benefits)			
PF Annual (Employer Contribution)	0	0	
PF (Optional)	No	No	
LWF	600	50	
Employer contribution to ESI	0	0	
Gratuity Annual	13756	1146	
Total Amount in Rupees (C)	14356	1196	
Total CTC in Rupees (A+B+C)	750000	62500	
Note			
Group Medical Insurance (GMI) family cover is provided for Rs. 200000 and Rs. 168 per month will be deducted from your monthly salary as policy premium .			
Gratuity is calculated and paid as per the "Payment of Gratuity Act, 1972".			
It is to be noted that the structure of components is changeable subject to the statutory compliances enforced or at Company discretion.			

Variable* - To be released upon completion of a year on the basis of performance.

For Collegedunia Web Pvt. Ltd.




Isha Sharma
 Manager, Human Resources



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 Farrukh Nagar - 123506



Building a Digital future. One bit at a time.

Date: 9th January 2022

To,

**Ritik Munjal,
House No 1114/5, Gali No 5, near Arya Samaj Mandir,
Arjun Nagar, Gurgaon 122001**

Dear **Ritik**,

Congratulations! We are pleased to confirm that you have been selected to work with Crownstack Technologies Pvt. Ltd as a **"Trainee"** as per the following terms and conditions:-

Eligibility

This letter of appointment is subject to your successful completion of all curricular requirements laid down by the University/Institution. During final exams, you are allowed to take leaves on the examination days only.

Joining

You shall join the organization on or before **10th January 2022**.

Probation Period

The probation will be for a period of six months from the date of your joining. On successful completion of your probation period and subject to your performance, the Company may assign you a role of **"Junior Software Engineer"** in any of its projects or a team.

During the probation period, if your performance is not satisfactory then the company may terminate the agreement without providing any notice.

Also, In case, during the probation period, if your performance is found extremely unsatisfactory or you have missed scheduled meetings or viva or you are not completing the learning as per the schedule given, then the company may terminate the agreement without providing any notice.

Stipend/Compensation

1. You will be paid Rs **15,000/-** per month as a stipend during the probation period.
2. After successful completion of your probation period, you will be considered as an employee of the company and your remuneration will be **Rs 3 Lpa**.


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Notice Period

In case you decide to leave the company, you will be required to serve the notice period of 60 days. If the organisation agrees to relieve you earlier than 60 days, the days decreased from notice period have to be bought out by you and will be calculated as per your CTC at that time (not monthly salary).

Misconduct/Indiscipline

In case of any act of misconduct or indiscipline, you can be relieved from the organisation without giving any notice.

Kindly confirm your acceptance of this offer. If not accepted within 3 days, this offer will be automatically withdrawn. 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.

We are confident you will be able to make a significant contribution to the success of Crownstack Technologies Pvt. Ltd. and we look forward to working with you.

Documentation

You have to submit an attested copy of all documents in support of your qualifications and testimonials, one passport size photograph, and your permanent and present address along with contact numbers at the time of joining.



Deepika Ahuja
Head - Human Resources

Ritik Munjal
Candidate Name



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Farrukh Nagar - 125005

Admission Dronacharya Group of Institutions

From: Sahil sharma <sahilsharma290699@gmail.com>
Sent: Thursday, December 16, 2021 4:25 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Important Details: Reporting at Office from 15th Nov'21-Unthinkable Solutions, Gurgaon

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

From: Sonal Goel <sonal.goel@daffodilsw.com>
Date: Tue, 26 Oct 2021, 10:00 am
Subject: Important Details: Reporting at Office from 15th Nov'21-Unthinkable Solutions, Gurgaon
To: <sahilsharma290699@gmail.com>, <vivek.yadavchamp@gmail.com>
Cc: Richa Jaiswal <tpo@gnindia.dronacharya.info>, Priya Malhotra <priya.malhotra@daffodilsw.com>

Dear Student,

We are pleased to welcome you as the newest member of the Unthinkable Family.

You were selected for employment due to the attributes that you displayed that appear to match the qualities we look for in our employee.

We are looking forward to see you grow and develop into an outstanding employee that exhibits a high level of care, concern, and compassion for others. We hope that you will find your work to be rewarding, challenging, and meaningful.

Since we are going to start your on the job training in person from 15th Nov'21. Please find the details below:

Please find the **Reporting details at office:** -

1. Reporting Date to office: - 15th November 2021
2. Reporting Time: - 9:30 AM
3. Joining location: - Unthinkable Solutions Pvt. Ltd., 9th Floor, Building B-1, DLF Silokhera SEZ, Sector 30, Gurgaon, Nearest Landmark: Star Mall, NH-8
4. Contact Person : Lokesh Chauhan (9992553894) / Kirti Khurana (7428609509)
5. Joining Mode: Offline (From office)

Also, to proceed with your joining process and technology alignment, I want to know your technology preferences. Kindly [click here](#) to share your interest for the said role. We will close the nomination form on **Today at 6:00 P.M.**

As the number of positions are limited against each technology, hence we will go with a first come first serve basis. Once we receive the inputs, we will connect with you to share more details regarding joining and the next process.

Important precautions to take while travelling:

- Please ensure, that you wear a mask and gloves all the time
- Please ensure, that you sanitize after every 30 minutes
- Avoid touching your eyes, nose, and mouth during the journey
- Avoid close contact with people around you
- Maintain social distancing


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Dronacharya College of Engg.
Farrukh Naqvi

- Don't exchange your personal belongings such as bottle, tiffin, napkins, etc. as this acts as carriers of infection

In case of any query related to PG, kindly contact **Jasbir at 8447300058.**

We look forward to welcoming you in office on 15th Nov'21.

Thanks & Regards

Sonal Goel | Sr. Associate-HR

Daffodil Software

Mob: 08285280581

US: +1.201.523.7829




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Farrukh Nagar

Admission Dronacharya Group of Institutions

From: TPO <tpo@gnindia.dronacharya.info>
Sent: Monday, September 13, 2021 9:34 AM
To: tpo@ggnindia.dronacharya.info
Cc: directoroffice@gnindia.dronacharya.info; principal@ggnindia.dronacharya.info
Subject: Regarding Final Shortlisting _Unthinkable Solutions i.e. Daffodil || Batch 2022
Attachments: image001.png; image002.gif

Dear Renu Ma'am,

Greetings!!

Congratulations! Following students of your campus have got the selection in our recruitment programme at Unthinkable Solutions i.e. Daffodil

Company officials has shared the selection mail with students directly but I will be Sharing their offers to you. You are requested to get their acceptance on the offers.

Name	Email	Contact	Course
Sahil sharma	sahilsharma290699@gmail.com	9599866749	B.Tech (CS/ IT)
Vivek	vivek.yadavchamp@gmail.com	7065859004	B.Tech (CS/ IT)

We are pleased to offer you the position of "**Intern**" for our Gurgaon Office. With effect from your joining date, you will be entitled for the monthly stipend of INR **20,000** during internship and Post completion of your Internship, you will be getting a package of **5 LPA**

****Internship to be completed on fulfilment of below two conditions**

1. Min period to be completed six months and
2. completion of final semester exams in college

Offer Letter with Joining Month will be released to you in the next week.

Kindly revert with your acknowledgement as your acceptance within 24 hours.

Thanks & Regards,

Richa Jaiswal

Training & Placement Officer,

Dronacharya Group of Institutions,

Phone: 0120- 2322022

Extension: 227

Mobile: 8960322672, 9910380105

E-mail: tpo@gnindia.dronacharya.info

Website: www.dronacharya.info

Address: 27, Knowledge Park III – Greater Noida – 201 306 (U.P)


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Dronacharya College of Engg.
506



DECIMAL

CONFIDENTIAL

17th Nov, 21

Ms. Khushi Thareja,
Gurgaon

Dear Khushi,

Subject: Offer Letter for Employment with Decimal Technologies Private Limited ("the Company")

Further to your interviews and discussions with us, we are pleased to offer you the position of "Software Designer" with the Company. Your date of joining as a full time employee shall be on or before **24th December 2021** on the following terms and conditions.

PLACE OF WORK:

Your principal place of work shall be Decimal Technologies Private Limited, **Gurgaon**, but you may have to travel some other locations for official work as and when required by the company.

COMPENSATION:

Component	Per Month	Per Annum
Basic Salary	19,369.00	2,32,428.00
House Rent Allowance (HRA)	9,685.00	1,16,220.00
Children Education Allowance	200.00	2,400.00
Children Hostel Allowance	600.00	7,200.00
Books And Periodicals Reimbursement	1,000.00	12,000.00
Mobile and Internet Reimbursement	1,000.00	12,000.00
Attire Allowance	5,000.00	60,000.00
CCA	1,883.00	22,596.00
PF Contribution (Employer Portion)	1,950.00	23,400.00
LWF (Employer Portion)	50.00	600.00
Gratuity	930.00	11,160.00
Total CTC	41,667.00	5,00,004.00

The aforesaid compensation shall be subject to the usual tax deductions.



Principal

Decimal Technologies Pvt. Ltd.

8th Floor, Tower D, Pioneer Urban Square, Golf Course Extn. Road, Sec 14, Gurgaon, Haryana - 125004

Dronacharya College of Education
Patancheru - 125004

Additionally,

1. You will also be covered under Group Medical Insurance Cover of Rs.3 lacs and accidental insurance cover of Rs. 5 lacs.
2. You will be eligible for one time joining bonus of Rs. 50,000 after successful completion of 2 months starting from your joining date.
3. In case you don't serve the company for one year starting from your joining date you have to return the amount equivalent to the joining bonus to the company

Your salary is payable monthly on the first week of each calendar month by direct bank transfer to your personal bank account, less statutory deductions and personal commitments. However, if the last day of the month falls on a weekend then your salary shall be paid on the earliest next working day.

Your salary will be reviewed annually. In any salary review, the current market rates, and your performance as assessed at your annual appraisal will be taken into account. To qualify for the annual salary review an employee must have been employed with the Company for more than 6 months and should be a confirmed employee at the time of review, otherwise the employee will be considered in next cycle of increments. Salary increases will be pro-rated for employees with less than twelve months service at the time of any review.

CONDITIONS PRECEDENT:

The offer of employment contained in this letter is conditional upon:

The Company taking up satisfactory references with two of your former employers – your last one and one other.

You're furnishing us a "relieving certificate" from your former employer.

Providing us a salary certificate and Form 16 specifying the income tax amount deducted

You're providing us with a proof of your qualifications.

You're providing us with 2 identity proofs.

Please confirm your acceptance of this offer of employment by signing the duplicate copy of this letter. If we do not receive the signed letter or in electronic form confirming your acceptance of this offer within seven days from the date of this letter, this offer would stand withdrawn.

Further, on the date of joining you shall be required to execute a definitive contract of employment with the Company. Your employment with the Company shall be governed by the said contract of employment.

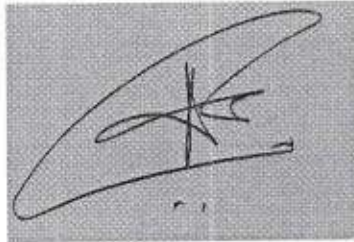
We shall be very pleased to welcome you to Decimal and hope that you will have a successful and rewarding career with Decimal. I look forward to meet you in due course.



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123605



Yours sincerely



Adarsh Srivastva.
Decimal Technologies Private Limited

ACCEPTANCE

I accept the offer of employment contained in this letter. I would like to start my employment with Decimal Technologies Private Limited. On:
Signed:..... Date:.....



Principal
Dronacharya College of Engg.
Farukh Nagar - 122600



To,
Ankit Jangir
Address:

Ph: 9555768089
ankitjangir.1690@gmail.com


We at **Dhwani Rural Information Systems Pvt. Ltd.** are pleased to offer you the position of **Intern- DevOps Engineer** with our Company, subject to the following:

1. Your place of work shall be in **Gurgaon**.
2. Your date of joining the Company shall be no later than **3rd January 2022**.
3. This offer made to you for the position of **Intern- DevOps Engineer** with our Company is subject to the detailed terms and conditions of employment contained in our Appointment Letter, which you shall be required to sign on your joining for this offer to be deemed as accepted. Such terms and conditions may be reviewed by you at the office of the Company.
4. The compensation & benefits program applicable to you is enclosed for your reference. We reiterate that your compensation is a confidential matter between you and the Company, and we reaffirm that the Company shall view any breach of confidentiality with utmost seriousness, and such breach shall result in unconditional withdrawal of the offer contained herein.
5. Please submit the scanned copy of the following on your day of joining.
 - a. Education documents;
 - b. Address Proof & Two Emergency contact numbers;

Compensation details:

CTC: Rs. 1,80,000 per annum (One Lakh Eighty Thousand Per Annum)

Internship Duration: 6 Months


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Farrukh Nagar - 123605

Note: After completion of your internship duration we'll consider your employment as per your performance.

IMPORTANT RULES:

Leaves/Timings:

During your internship you can only take a maximum of 1 leave per month, provided you seek written permission from your reporting senior for the same at least 3 days in advance.

Timings & Biometric:

Our official timings are 10:00 AM to 7:00 PM, with 1 hour of cumulative lunch/snack break. Our biometric machine will record entry & exit times for everyone. For EACH clock-in/entry after 10:30 AM, it will be considered as half leave. However in each month, **four such exceptions will be allowed**, where it will not be counted as half-leave provided the clock-in time is before 11:30 AM.

HR Policy: This offer & your appointment thereafter is subject to you abiding by the rules and regulations of the organization as they are or are amended from time to time. Your leave, travel & any other allowances will be in accordance with that.

Laptop Policy:

For all temporary positions/Internships at Dhvani, we expect you to bring your own laptop. For using your own laptop. The laptop must meet the following standards:

- a. Android: Minimum 8GB RAM and i3 processor
- b. Web: Minimum 4 GB RAM and i3 processor
- c. Battery backup is a must


Deductions:

*TDS deduction will be applicable as per Income Tax norms and will be deposited in the employee's PAN A/c on a quarterly basis. ESIC/PF/Professional tax will be deducted as per statutory norms from the above salary only. **Presently Professional tax is not applicable to us.**

Discontinuation of Services:

- Based on your performance, the company may decide to terminate your services by giving a maximum of 7 days' notice.

Dhwani Rural Information Systems Pvt. Ltd | Registered Address: 2, Kishan Nagar, Balkeshwar, Agra - 282004


Principal
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Farrukh Nagar - 282008

- In case of gross or willful misconduct, breach of discipline, or serious negligence, the Company may terminate your services on disciplinary grounds without notice or notice pay in lieu thereof, with immediate effect.
- Your pending stipend will only be settled under Full & Final Settlement which involves the transfer of all Knowledge, Physical assets & other liabilities & responsibilities. Full & Final settlement will be done in a maximum of one month from your last working day.

Grievances:

If you have any grievance relating to your work you are encouraged to first speak or write to your reporting superior. If your grievance remains unresolved you may appeal to the Director(s) whose decision shall be final and binding.

Company Assets:

You undertake to use all company property with proper care and to return any company property or data that may be in your possession, at the time of leaving the company.

Variation:

Any changes in your terms of employment as envisaged under this letter shall be effective only if given in writing.

INTELLECTUAL PROPERTY RIGHTS:

Dhwani RIS shall enjoy the exclusive and sole ownership of intellectual property rights and rights for commercial exploitation of all work that may be undertaken or done by you, whether individually or jointly with others, independently or in a group, including the right to all publications that may be published by you based on the work being done by the organization in general, or by you or others in the Organisation in particular, during your employment with the Dhwani RIS. It shall be the Dhwani RIS's prerogative to decide whether to secure the Intellectual Property Rights in the form of patent, trademark, copyright, design, etc. and also with respect to the territory as to when and where the same have to be secured.

Your signature on the offer letter indicates your acceptance of the above terms & conditions and is legally binding for you.

You are required to countersign this letter and submit the acceptance of the same on or prior to **3rd January 2022** failing which the offer contained herein shall stand withdrawn and treated as canceled.



For Dhvani Rural Information Systems Pvt. Ltd.



Sunandan Madan
Director
Dhwani Rural Information Systems Pvt. Ltd.

A handwritten signature in green ink, consisting of stylized letters.

Principal
Dronacharya Collage of Engg.
Farukh Nagar - 122606



To,
Himanshi Dang
Address:

Ph: 8130899645
himanshidang12@gmail.com

We at **Dhwani Rural Information Systems Pvt. Ltd.** are pleased to offer you the position of **Intern- Frontend Developer (React.js)** with our Company, subject to the following:

1. Your place of work shall be in **Gurgaon.**
2. Your date of joining the Company shall be no later than **3rd January 2022.**
3. This offer made to you for the position of **Intern- Frontend Developer (React.js)** with our Company is subject to the detailed terms and conditions of employment contained in our Appointment Letter, which you shall be required to sign on your joining for this offer to be deemed as accepted. Such terms and conditions may be reviewed by you at the office of the Company.
4. The compensation & benefits program applicable to you is enclosed for your reference. We reiterate that your compensation is a confidential matter between you and the Company, and we reaffirm that the Company shall view any breach of confidentiality with utmost seriousness, and such breach shall result in unconditional withdrawal of the offer contained herein.
5. Please submit the scanned copy of the following on your day of joining:
 - a. Education documents;
 - b. Address Proof & Two Emergency contact numbers;

Compensation details:

CTC: Rs. 1,80,000 per annum (One Lakh Eighty Thousand Per Annum)

Internship Duration: 6 Months

Dhwani Rural Information Systems Pvt. Ltd | Registered Address: 2, Kishan Nagar, Balkeshwar, Aggra, 282004


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Dronacharya College of Engg.
Farrukh Nagar - 122604



Note: After completion of your internship duration we'll consider your employment as per your performance.

IMPORTANT RULES:

Leaves/Timings:

During your internship you can only take a maximum of 1 leave per month, provided you seek written permission from your reporting senior for the same at least 3 days in advance.

Timings & Biometric:

Our official timings are 10:00 AM to 7:00 PM, with 1 hour of cumulative lunch/snack break. Our biometric machine will record entry & exit times for everyone. For EACH clock-in/entry after 10:30 AM, it will be considered as half leave. However in each month, **four such exceptions will be allowed**, where it will not be counted as half-leave provided the clock-in time is before 11:30 AM.

HR Policy: This offer & your appointment thereafter is subject to you abiding by the rules and regulations of the organization as they are or are amended from time to time. Your leave, travel & any other allowances will be in accordance with that.

Laptop Policy:


For all temporary positions/Internships at Dhwani, we expect you to bring your own laptop. For using your own laptop. The laptop **must** meet the following standards:

- a. Android: Minimum 8GB RAM and i3 processor
- b. Web: Minimum 4 GB RAM and i3 processor
- c. Battery backup is a must

Deductions:

*TDS deduction will be applicable as per Income Tax norms and will be deposited in the employee's PAN A/c on a quarterly basis. ESIC/PF/Professional tax will be deducted as per statutory norms from the above salary only. **Presently Professional tax is not applicable to us.**

Dhwani Rural Information Systems Pvt. Ltd | Registered Address: 2, Kishan Nagar, Balkeshwar, Pin - 282004


Dronacharya College of Engg.
Farukh Nagar - 123506



Discontinuation of Services:

- Based on your performance, the company may decide to terminate your services by giving a maximum of 7 days' notice.
- In case of gross or willful misconduct, breach of discipline, or serious negligence, the Company may terminate your services on disciplinary grounds without notice or notice pay in lieu thereof, with immediate effect.
- Your pending stipend will only be settled under Full & Final Settlement which involves the transfer of all Knowledge, Physical assets & other liabilities & responsibilities. Full & Final settlement will be done in a maximum of one month from your last working day.

Grievances:

If you have any grievance relating to your work you are encouraged to first speak or write to your reporting superior. If your grievance remains unresolved you may appeal to the Director(s) whose decision shall be final and binding.

Company Assets:

You undertake to use all company property with proper care and to return any company property or data that may be in your possession, at the time of leaving the company.

Variation:

Any changes in your terms of employment as envisaged under this letter shall be effective only if given in writing.

INTELLECTUAL PROPERTY RIGHTS:

Dhwani RIS shall enjoy the exclusive and sole ownership of intellectual property rights and rights for commercial exploitation of all work that may be undertaken or done by you, whether individually or jointly with others, independently or in a group, including the right to all publications that may be published by you based on the work being done by the organization in general, or by you or others in the Organisation in particular, during your employment with the Dhwani RIS. It shall be the Dhwani RIS's prerogative to decide whether to secure the Intellectual Property Rights in the form of patent, trademark, copyright, design, etc. and also with respect to the territory as to when and where the same have to be secured.

A handwritten signature in blue ink, appearing to be "D. D. Singh", is written over the printed name "Principal".



Your signature on the offer letter indicates your acceptance of the above terms & conditions and is legally binding for you.

You are required to countersign this letter and submit the acceptance of the same on or prior to **3rd January 2022** failing which the offer contained herein shall stand withdrawn and treated as canceled.

For Dhwani Rural Information Systems Pvt. Ltd.



Sunandan Madan
Director
Dhwani Rural Information Systems Pvt. Ltd.

A handwritten signature in green ink, appearing to be "Dronacharya", written over a blue stamp.

Principal

Dhwani Rural Information Systems Pvt. Ltd | Registered Address: 2, Kishan Nagar, Balkeshwar, Agra - 282004

Dronacharya College of Engg.
Farrukh Nagar - 123506



Date: -29/10/2021

To,
Ashish

Subject – Letter of Offer

Dear,

Further to your application and subsequent interview, we are pleased to appoint you to the post of **Sales Executive** (Functionally reporting to – Mr.Praveen.Jain /MrRavi RBhandari) for **Regional Office –Location** in the Fixed Term Contract Cadre in our Company from 9/11/2021 .This offer will lapse unless you join on or before the said date.

1. You will be eligible for leave and other benefits as per the company's extant policies, as applicable.
2. You will keep the contents of this offer strictly confidential and the offer shall be deemed to have been withdrawn in case you violate this condition.
3. Detailed Appointment letter shall be issued to you, on your date of joining, which will carry all terms and conditions of employment.
4. You will bring all the documents as per the annexure – 2 attached, on the date of joining, being the part of joining formalities.
5. This offer stands cancelled in case we find that the documents submitted by you or any information furnished by you, based on which we have considered your candidature, is untrue or incomplete in any respect.
6. We request you to kindly sign a duplicate copy of this letter in token of your acceptance. We are sure you will enjoy working with us and feel proud to be part of the Dotsmark Systems India Pvt Ltd Family.

Note - 1st three month company will pay 14000 / as salary (Training Period). After three month the CTC will be 22k.

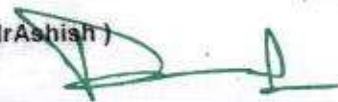
Look forward to having you on board

For: Dotsmark Systems India Pvt Ltd


Authorized Signatory

Acceptance

(MrAshish)


Principal
Dronacharya College of Engg.
Ferrekh Nagar - 123505

Dotsmark Systems India Pvt. Ltd.

Regd. Off. : H.M. Trade Center, Gala No. 03, Gr. Floor, Goddev Road, Bhayander (East) - 401105.
Corporate Off. : 1st Floor, Raviraj Residency, Near The Crown Business Hotel, Phatak Road, Bhayander (E) 401 105
Email : info@dotsmark.in | Website : www.dotsmarkindia.com | Tel. : 022 28198722

HITACHI

Date: August 16th, 2021

To,

Mr. Anubhav Sharma

Dear Anubhav,

Sub: **Offer Letter**

Please be apprised of the details pertaining to your appointment at Drishti Soft Solutions Pvt. Ltd. mentioned hereunder:

Designation	Intern - Product
Place of Posting	Gurgaon
Terms and Conditions	As per Annexure 'A'
Emoluments	As per Annexure 'B'
Stipend	20000 Per Month
Duration of Training	12 Months

Note: *On completion of Internship/training period of 12 months, your designation will be revised to Software Engineer 1 and your revised emoluments will be as per Annexure 'B'. The same is subject to successful completion of your academic programme.

We wish you a long and successful association.

With best wishes,

For **Drishti Soft Solutions Pvt. Ltd.**



Authorized Signatory
(Shubham Pramod Katiyar)

ANNEXURE 'A'
TERMS AND CONDITIONS OF APPOINTMENT

I. DUTIES AND RESPONSIBILITIES

- a. The Company will expect you to work with a high standard of initiative, efficiency and economy.
- b. You will devote your entire time to the work of the Company and will not undertake any direct/ indirect business or work, honorary or remuneratory, except with the prior written permission of the Management in each case.
- c. You shall not give out to anyone during the period of your service and even afterwards by word of mouth or otherwise, particulars or details of our development or other processes, technical know-how, security arrangements, administrative and / or organizational matter of confidential or secret nature, which may be your privilege to know by virtue of your being our employee.
- d. You shall keep confidential all the information and material provided to you by the Company or by its Clients concerning their affairs to enable you to perform the service. This excludes only such information as is already known to the public which also you will not release, use or disclose except with prior written permission of the Company. Your obligation to keep such information confidential shall survive even on termination or cancellation of the employment.
- e. You will be responsible for the safe keeping and return in good condition and order of all the properties of the Company, which may be in your use, custody, care or charge. For the loss of any property of the Company in your possession, caused by carelessness, negligence and/ or mishandling, the Company will have right to assess on its own basis and recover the damages of all such material from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

II. TERMINATION OF PERMANENT SERVICE

- a. If you absent yourself without leave approval or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice, unless you i) return to work within 8 days of commencement of such absence, and ii) give an explanation to the satisfaction of the Company.
- b. Your services are liable to be terminated in case of continued misconduct or indiscipline.
- c. Your services are liable to be terminated in case of performance below expectations.
- d. Your services are liable to be terminated without any notice or salary in lieu thereof in the case of continued ill health.
- e. Company can terminate your services and take legal action on the breach of the Confidentiality and Non-solicitation provisions.

- f. In case of termination of services as specified in points mentioned above, the company cannot be held liable towards any payment, or severance thereto.
- g. Notwithstanding anything written in the preceding paragraphs, your services are terminable either by the Company or by you, by giving 45 Days prior notice. The exit formalities to follow as per the modalities in the company policy.
- h. In case of separation of any nature (resignation, termination, retirement etc) of an employee from Drishti, an employee is liable to provide complete handover up to the satisfaction of the manager. In an event of failure of the above, the notice period may get extended until the complete and satisfactory handover to his/ her manager.
- i. Employees leaving before the incentive disbursement shall not be eligible for the incentive.
- j. In the initial six months (known as probationary period), notice period applicable on the employer side (in case of termination) for any payment etc shall be of 15 days.
- k. You will automatically retire from the service of the Company on attaining the superannuating age of 58 years.

III. GENERAL

- a. The designation and place of posting assigned to you is subject to change depending upon work assignments from time to time.
- b. You are appointed on the basis of your education and experience mentioned by you in your application/ personal data form. In case the facts mentioned therein are found to be incorrect, this will result in termination of your appointment without any notice or salary in lieu thereof.
- c. You will inform in writing to the Company any change of address within a week from the change of the same, failing which any communication sent on your last recorded address shall be deemed to have been served on you.
- d. You will hand over the charge and the property/ material of the Company in your possession at the time of cessation of your employment with the Company.
- e. Indemnity Bond with Surety or a similar document or agreement by any other name and title called which is executed by you, forms and constitutes an inseparable part and parcel to this letter of appointment. In an event where you fail to return a signed copy of such bond or agreement together with the necessary execution of same by Surety, it will amount to withdrawal of our offer of employment to you forthwith.
- f. Acceptance by you of this letter by affixing your signature as appropriate places, suffices to your affirmation of being completely apprised and unconditionally committing to abide by the rules and regulations vide the policies of Company as applicable on date of our offer and subsequent changes thereto made from time to time vide an individual notice or by general update.



Principal

Correspondence Address: Drishti - Soft Solutions Pvt. Ltd, B2 / 450, Space TTech Park, Sector-49, Sohna Road, Gurugram - 122003, Haryana (India)

+91-124-4771000 | info@ameyo.com | www.ameyo.com

Registered Office: F2, 40 Feet Road, Ganga Vihar, Gokulpuri, Delhi - 110094 (India)

CIN - U72900DL2003PTC121680

Dronacharya College of Engg.
Farukh Nagar - 123503

- g. You will be liable to pay damages to the Company for the loss caused by you directly or indirectly in addition to other legal remedies which may be required for violating any of the provisions of this letter and for this the Court at Delhi will have jurisdiction.
- h. All joining emoluments' including joining bonus, notice buyout amount (in case any), relocation expenses, any other expenses as applicable shall be recoverable from the employee in case he/she leaves the organization within 18 months of Joining.

For Drishti Soft Solutions Pvt. Ltd.



Authorized Signatory
(Shubham Pramod Katiyar)

I have read and understood the terms and conditions of my appointment stated above and in earlier pages and hereby signify my acceptance of the same.

Signature: _____

Name: Anubhav Sharma

Date of Joining: August 23rd, 2021



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

ANNEXURE 'B'
DETAILS OF GROSS EMOLUMENTS AS PAYABLE

Name: Anubhav Sharma

Designation: Software Engineer 1

Particulars	Amount (Rs.)
Basic	260004
HRA	130008
Supplementary Allowance	223488
Employer PF Contribution	21600
Gratuity	12504
PF Administration	900
LWF ER Share	600
EDLI Admin Charges	900
Fixed CTC	650000
Retention Bonus Yearly	99996
Total CTC	750000

#Employee PF contribution will be deducted from Total CTC

*Calculated As per Payment of Gratuity Act.

You would also be covered under Drishti-Soft Solutions approved Existing GROUP Term Life Insurance cover providing Life Insurance Coverage, AND the Medical Insurance scheme providing hospitalization coverage.

For **Drishti Soft Solutions Pvt. Ltd.**



Authorized Signatory
(Shubham Pramod Katiyar)



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123606

I have read and understood the terms and conditions of my appointment stated above and in earlier pages and hereby signify my acceptance of the same.

Signature: _____

Name: Anubhav Sharma

Date of Joining: August 23rd, 2021



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Yash Yadav <yashyadav123456@gmail.com>
Sent: Wednesday, September 7, 2022 3:13 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Dynata -Request for Documents Submission
Attachments: image001.jpg; noname.gif

Follow Up Flag: Follow up
Flag Status: Completed

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

From: Jyotsna Sharma <Jyotsna.Sharma@dynata.com>
Date: Tue, 6 Sep 2022 at 10:12 PM
Subject: Dynata -Request for Documents Submission
To: yashyadav123456@gmail.com <yashyadav123456@gmail.com>

Hi Yash,

Congratulations !!

We are pleased to confirm that you have been selected to work for Dynata. We are delighted to make you a part of our Organization.

Please share the following documents and details as soon as possible, so we can release the offer letter by today.

- Your full name as per Aadhaar
- Soft Copy of Aadhar Card and Pan Card
- Your current complete address with pin code
- Your all educational documents soft copy (Class 10th and 12th Mark sheet, Graduation mark sheet and certificate and Post-graduation certificate and marksheet)

Thank you,



Jyotsna Sharma
HR Associate
dynata.com

Dynata | First Floor, Tower 7, Assotech Business Cresterra, Sector 135 | Noida, UP, 201301

Principal

Dronacharya College of Engg.
Farrukh Nagar - 122001

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Download new Global Consumer Trends to gain competitive edge

NEW REPORT

dynata

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Jyotsna Sharma
HR Associate
dynata.com

Dynata | First Floor, Tower 7, Assotech Business Cresterra, Sector 135 | Noida, UP, 201305, India

GRIT
2022 TOP 50

#1 MOST INNOVATIVE SUPPLIER

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Dronacharya College of Engg.
Farukh Nagar - 125006

Admission Dronacharya Group of Institutions

From: Ankita Sawant <ankita.sawant@e2eresearch.com>
Sent: Wednesday, December 22, 2021 6:24 PM
To: TPO
Cc: Resume
Subject: Offer Letter @ E2E Research
Attachments: Offer Letter (258 KB); Offer Letter (257 KB); Offer Letter (129 KB)

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Renu,

Please find the attached Offer Letters of the selected candidates.

Thanks & Regards,
E2E Research Pvt. Ltd.

Ankita Sawant | Jr. HR Executive

E. ankita.sawant@e2eresearch.com T. +91 011-46109435 (322)


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Ref : espl/1/11/21

Early Study Private Limited

Website: - www.earlystudy.co, www.earlystudy.in



Letter of Intent

Dear candidate,

Employee name:- ASHISH MISHRA

Employee State: - HARYANA

Employee Father Name:-
JAI PRAKASH MISHRA

Postal Code:- 122001

Job Offer -01/11/2021 to
30/11/2021

Job Location – DELHI NCR

Position- TECHNICAL HEAD

We are pleased to offer you an appointment to the position of **TECHNICAL HEAD (ESPL)** Trainee with the (ESPL) this training position is for A Better Job. Time beginning (09:30 am) and ending (5:30 pm). You will be on probation for 30 Days and your continued participation in the training position will be dependent upon successful completion of learning objectives as scheduled in the training plan. You successfully complete the training program; you will be offered a Job position.

Please Note: - That the Selected Candidate Is Being Appointed

Kindly Let Us Know the Resume

We Look Forward To Receive Your Assignment That We Assure You Will Be Given Top Priority.

Romi

Thanks & regards
Romi Ekka
HR Head, ESPL

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123606

You will abide by the rules and regulations of the Company as may be in force from time to time and if any violation made would be subjected to the Disciplinary action.

Your appointment is subject to satisfactory reference checks and clearance from any secrecy / service agreements that you may have executed, which could have a bearing on your working this letter of offer is based on the information furnished in your application for employment and the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your

Employment is liable to be terminated without notice.

Training Conducted By:


Ravi
AUTHORIZED

Training Requirement:

1. Note Book
2. Pen
3. Resumes
4. Passport
5. Qualification Certificate
6. Photo Id Proof

NOTE: Candidate must be in formals


Early Study


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

Early Study Private Limited
Regd. Office – KHNO-84/23, L-3, Shyam Bhawan, Mahavir Enclave South West Delhi -110045
Contact Us :- hr@earllystudy.co

Start of the Company Appointment:

Basic Salary	25353.5/-
HRA	5212.5/- 15% of basic + DA
Medical allowance	500000 condition allow
Leave travel allowance	Yes
Conveyance	1600
Performance incentive	As performance
PF Contribution	1625
ESI Contribution	560
Post	WEB DEVELOPER
Car	No
Telephone	399/-
TOTAL	34750/-

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

Romi

Thanks & regards
Romi Ekka
HR Head, ESPL

Signature of employee
(Ashish Mishra)


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506



Date: 20th January 2022

Amit Kumar
House No C-89, Ashok Vihar Phase-2,
Gurgaon, Haryana-122001.

Dear Amit,

With reference to your interviews and discussions with us we are pleased to offer you the position of **“Trainee Engineer – Technical Support”** on the terms and conditions as set forth below:

1. **Date of Commencement** : 04th February 2022
2. **Bond Period** : You will serve eClinicalworks India Pvt. Ltd. for a minimum period of 2 year, from the date of execution under the bond. As a guarantee you agreed to pay a cheque amounted **2 months gross salary** as security. In the event of the said cheque being required to be deposited on account of breach of the bond, then the company will be at liberty to treat the said amount as being due and payable by you to the company by way of Debt and the company will be at liberty to file recovery proceedings in this regard.
3. **Period of Offer** : The period of offer is as follows:
 - a. You will be initially trained for a period of three months from the date of Commencement mentioned herein above. If you complete the training successfully to the satisfaction of the Company (of which the Company will be the sole judge), you will thereafter be placed on probation for a further period of three months. If you do not complete the training successfully, then your trainee services will be determined upon the efflux of the said training period. If you complete the probation period successfully to the satisfaction of the Company (of which the Company will be the sole judge) and if you are found to be fit for confirmation after due assessment, you will be confirmed in employment. If you do not complete the probation period successfully, then your probationary services will be determined upon the efflux of the said probationary period.
 - b. Your Probation Period as a Trainee Engineer overall would be of 6 months that includes your training as well as learning. Confirmation solely depends upon your performance measured during the course of time as well as successful completion of your graduation with no previous/existing backlogs and the receipt of final semester's mark sheet along with all the other semester's mark sheets and certificate furnished to the stakeholders (HR and Training POCs)

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Farukh Nagar - 122506



- c. If, however, it is any time found that any representation made by you to the Company prior to this Offer being made to you - including but not limited to any verbal representation, any information contained in your Curriculum Vitae, any supporting document or any other factual matter concerning you - was not entirely correct or truthful; then your employment shall be liable for summary dismissal without any notice, payment in lieu of notice or any compensation. Further, in such a case, the Company shall have the right to seek such other remedies as may be available to it in law including the right to damages, prosecution etc.
- d. This offer is only valid if you are not an *Ineligible Person* under the Office of Inspector General's List of Excluded Individuals/Entities.
4. **Scope of Work** : The scope of your work/duties/expected skill sets/expected performance etc. have been discussed with and explained to you during your interviews and discussions
5. **Place of Work** : Your current place of work will be Ahmedabad, however you may be deputed at the parent/associate company sites, client sites or partner sites outside of Ahmedabad (Overseas or other India metros)
6. **Salary** : Your gross annual remuneration will be **Rs. 275,000/- (Rupees Two Lakhs Seventy Five Thousand only)** on CTC (Cost-to-the-Company) basis. The CTC break up will generally be as per Company policy and applicable tax provisions from time to time. The primary components of your CTC initially shall be as per Exhibit A attached.
7. **Background Verification** : The Company will be conducting a background check/screening procedure in your matter as a measure of full disclosure. In the event of the said background check/screening procedure showing negative on any parameter, this offer will stand determined and revoked with immediate effect.
8. **Notice of Relieving** :
- a. During your training and assessment period, this employment may cease to exist any time, by giving 7 days' notice in writing by either side.
- b. During your probation period, this employment may cease to exist any time by giving 30 days' notice in writing by either side.
9. **Counterparts** : This Offer and its Acceptance may be executed in multiple counterparts, each of which shall have the force and effect of an original.


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

eClinicalWorks



10. General

- a. Please note that the contents of this Offer and any subsequent Employment Letter/Agreement are confidential and shall not be discussed with any other person.
- b. The Company may from time to time revise its HR policies and, subject to those being applied generally to all or a class of employees without discrimination, and being lawful, will apply to you ipso facto

We welcome you within our fold and trust that your association with ECW will be exciting and mutually rewarding.

This Offer is valid for 7 days. You are requested to return the duplicate copy of this letter, duly signed by you in token of your acceptance of the above Offer.

Yours sincerely

For eClinicalWorks India Pvt. Ltd.

Human Resources

Date: 20th January 2022

AGREED AND ACCEPTED BY ME

(Amit Kumar)

Date:

Principal
Dronacharya College of Engg.
Farrukh Nagar - 125003



Annexure

Name: Amit Kumar

Annual CTC

	Particular	Yearly (Amount in Rs.)
a.	Basic	180,000
b.	HRA	68,400
c.	LTA	5,000
d.	Company's Contribution to PF @ 12%	21,600
Total		275,000

The above remuneration is subject to deduction of Income Tax, Professional Tax, PF and any other taxes as per law subsisting from time to time.

It is understood that the Company offers the CTC herein above stated. The components of CTC could change, though its quantum will not, depending on the Company HR policies, tax law, industry practice etc. at the discretion of the Company and subject to any such change being consistent with tax and other applicable regulations.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123605

Admission Dronacharya Group of Institutions

From: Shared EPAM-RDIN Hiring <epam-rdin_hiring@epam.com>
Sent: Thursday, December 9, 2021 10:28 PM
Subject: EPAM RD - Selects - College Wise
Attachments: image001.png; EPAM RD Results.xlsx

Follow Up Flag: Follow up
Flag Status: Completed

BCC IS INTENTIONAL :



HIRING PROCESS


Dear Institution Partners,

Please find attached the sheet which has selects from 2022 Campus Recruitment drive from both the phases.

RAJESH GANNAMANI
Senior Recruiter
Hyderabad, India epam.com

CONFIDENTIALITY CAUTION AND DISCLAIMER

This message is intended only for the use of the individual(s) or entity(ies) to which it is addressed and contains information that is legally privileged and confidential. If you are not the intended recipient, or the person responsible for delivering the message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. All unintended recipients are obliged to delete this message and destroy any printed copies.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123606

Admission Dronacharya Group of Institutions

From: Aayush Saini <aayushreigns@gmail.com>
Sent: Tuesday, May 10, 2022 4:21 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: CONNECT - Internships with Ericsson
Attachments: HR-22-3392-Aayush Saini.pdf

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

From: Alok Satsangi <alok.satsangi@ericsson.com>
Date: Tue, May 10, 2022, 16:06
Subject: CONNECT - Internships with Ericsson
To: aayushreigns@gmail.com <aayushreigns@gmail.com>
Cc: Tanushree Kanojia <tanushree.kanojia@ericsson.com>, Sunaina Jain <sunaina.jain@ericsson.com>

Hi Aayush ,

Congratulations for being selected for the Ericsson's internship program – CONNECT 2022.
I know you must be excited and curious to know more about your project and also about your first corporate exposure.

Here are the required details on the Internships with Ericsson -


- Project manager name – Amit Sharma
- Project start date – 16-May-2022
- Project end date – 16-Nov-2022
- Place of reporting – Work from home
- Contact person – Amit Sharma +91 9873244853 / amit.w.sharma@ericsson.com

As per the policy, Ericsson will be able to:-

- Provide you internship with us at the respective locations as already communicated to you.
- A stipend of INR 20000 per month

Ericsson Will NOT be able to –

- Provide accommodation
- Provide transport facility
- Provide extra food facility (apart from that is available to you at the premises with a nominal fees of Rs 40) (to be born by you).
- These above things you will have to manage on your own.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123505

In case any query, kindly get connected with Ms. Tanushree Kanojia (tanushree.kanojia@ericsson.com) by sending her a separate mailer.

Thanks and regards,

ALOK SATSANGI
Administration Specialist - TA
MOAI F & S, Local Administration Services

Ericsson India Global Services Pvt. Ltd.
Block A, King Canyon 12th Floor", Seat No. 86,
ASF Insignia" - The IT/ITES SEZ, Gurgaon
Faridabad Road, Gwal Pahari,
Gurgaon - 122003, India



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123001

Admission Dronacharya Group of Institutions

From: Tanushree Kanojia <tanushree.kanojia@ericsson.com>
Sent: Thursday, April 28, 2022 4:01 PM
To: TPO
Cc: Sunaina Jain; principal@ggnindia.dronacharya.info; Shikha Kumari
Subject: RE: Ericsson Global Hiring - Batch 2022
Attachments: image001.png; image002.jpg; Candiddate Details & Documents_Ericsson.xlsx

Follow Up Flag: Follow up
Flag Status: Completed

Hi Renu,

Greetings of the day!

We would like to have below details for the selected students with their documents of Aadhar card and PAN card for initiating the offer process.

Request college to share data for below selected students and provide us the same by 29 April'22, 3:00 PM.

Candidate Name	Gender	Program	Batch	Mobile No	Personal E-Mail ID	College Name
Shubham Sharma	Male	B.Tech	2022	+91 7011118435	shubham.21708@ggnindia.dronacharya.info	DRONACHARYA COLLEGE OF ENGINEERING
Kriti Sharma	Female	B.Tech	2022	+91 9319564556	kriti2805@gmail.com	DRONACHARYA COLLEGE OF ENGINEERING
Udit Malik	Male	B.Tech	2022	+91 8860193421	udim9699@gmail.com	DRONACHARYA COLLEGE OF ENGINEERING
Aayush Saini	Male	B.Tech	2022	+91 9817533868	aayushreigns@gmail.com	DRONACHARYA COLLEGE OF ENGINEERING
Gaurv Pandey	Male	B.Tech	2022	+91 9205460106	Gauravpsndelhi@gmail.com	DRONACHARYA COLLEGE OF ENGINEERING
Sahil Sandhu	Male	B.Tech	2022	+91 9354360441	sahilsandhu280600@gmail.com	DRONACHARYA COLLEGE OF ENGINEERING
Neelima	Female	B.Tech	2022	+91 8860752335	neelimapatwal9999@gmail.com	DRONACHARYA COLLEGE OF ENGINEERING
Enjoy Maity	Male	B.Tech	2022	+91 8637538073	njoymaity@gmail.com	DRONACHARYA COLLEGE OF ENGINEERING
Harjot Singh	Male	B.Tech	2022	+91 9667347666	singharjot1999@yahoo.com	DRONACHARYA COLLEGE OF ENGINEERING
Manvendra Singh	Male	B.Tech	2022	+91 9205433951	manvendra.21609@ggnindia.dronacharya.info	DRONACHARYA COLLEGE OF ENGINEERING
Satyam Singh	Male	B.Tech	2022	+91 9650949800	satyam.21111@ggnindia.dronacharya.info	DRONACHARYA COLLEGE OF ENGINEERING

Principal
Dronacharya College of Engineering
Farukh Naga

Regards,

Tanushree

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Wednesday, April 27, 2022 3:08 PM
To: Shikha Kumari <shikha.kumari@ericsson.com>
Cc: Sunaina Jain <sunaina.jain@ericsson.com>; principal@ggnindia.dronacharya.info; Tanushree Kanojia <tanushree.kanojia@ericsson.com>
Subject: RE: Ericsson Global Hiring - Batch 2022

Dear Shikha Ma'am,

Greetings!!

Looking forward for joining details.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: TPO [<mailto:tpo@ggnindia.dronacharya.info>]
Sent: Wednesday, April 6, 2022 5:18 PM
To: 'Shikha Kumari'
Cc: 'Sunaina Jain'; 'principal@ggnindia.dronacharya.info'; 'Tanushree Kanojia'
Subject: RE: Ericsson Global Hiring - Batch 2022

Dear Shikha Ma'am,

Greetings!!

Kindly refer to the attached file and the link given below for the required documents of the selected students for your kind reference.

Documents Link: https://drive.google.com/drive/folders/1SkL_ag-HJSLR2IZEiwNSYW5x68Wu-BRQ?usp=sharing

This is to kind inform you that two students Sahil Sandhu and Neelima have received offers from off campus drive, so they are not able to share the confirmation of joining.

Also, it is requested to kindly share the feedback for Poorti Sharma as she was shortlisted for HR round.


Principal
Dronacharya College of Engineering
Farrukh Nagar - 123606

Thanks & Regards

Renu Dua

Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502
Mobile- 9990797776, 9910380107
email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info
Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: TPO [<mailto:tpo@ggnindia.dronacharya.info>]
Sent: Tuesday, April 5, 2022 6:08 PM
To: 'Shikha Kumari'
Cc: 'Sunaina Jain'; 'principal@ggnindia.dronacharya.info'; 'Tanushree Kanojia'
Subject: RE: Ericsson Global Hiring - Batch 2022

Dear Shikha Ma'am,

Sincere thanks and gratitude for interviewing and selecting our students.

We will share the required details of students tomorrow.

Thanks & Regards

Renu Dua
Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502
Mobile- 9990797776, 9910380107
email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info
Facebook: <https://www.facebook.com/DronacharyaGurgaon/>




From: Shikha Kumari [<mailto:shikha.kumari@ericsson.com>]
Sent: Tuesday, April 5, 2022 2:53 PM
To: TPO
Cc: Sunaina Jain; principal@ggnindia.dronacharya.info; Tanushree Kanojia
Subject: RE: Ericsson Global Hiring - Batch 2022

Hi Renu,

Greetings of the day!

We are glad to share the select list of students for Ericsson, We would like to have below details for each student with their documents of Aadhar card and PAN card for initiating the offer process.

Request college to consolidate data for all of these selected students and provide us the same by 6th Apr'22, 6:00 PM.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122506

Please note we don't want to have individual mail chains from the students and hence consolidated list is expected from the college's end.

Candidate Id	Name	Mobile	Email	College
29988378	Shubham Sharma	+91 7011118435	shubham.21708@ggnindia.dronacharya.info	DRONA
29996090	Kriti Sharma	+91 9319564556	kriti2805@gmail.com	DRONA
30015011	Udit Malik	+91 8860193421	uditm9699@gmail.com	DRONA
29987505	Aayush Saini	+91 9817533868	aayushreigns@gmail.com	DRONA
30021241	Gaurv Pandey	+91 9205460106	Gauravpsndelhi@gmail.com	DRONA
30022227	Sahil Sandhu	+91 9354360441	sahilsandhu280600@gmail.com	DRONA
30022911	Neelima	+91 8860752335	neelimapatwal9999@gmail.com	DRONA
30014831	Enjoy Maity	+91 8637538073	njoymaity@gmail.com	DRONA
30017120	Harjot Singh	+91 9667347666	singharjot1999@yahoo.com	DRONA
30022987	Manvendra Singh	+91 9205433951	manvendra.21609@ggnindia.dronacharya.info	DRONA
30026076	Satyam Singh	+91 9650949800	satyam.21111@ggnindia.dronacharya.info	DRONA

Regards,
Shikha

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Tuesday, April 5, 2022 1:24 PM
To: Shikha Kumari <shikha.kumari@ericsson.com>
Cc: Sunaina Jain <sunaina.jain@ericsson.com>; principal@ggnindia.dronacharya.info
Subject: RE: Ericsson Global Hiring - Batch 2022

Dear Shikha Ma'am,

Greetings!!

Looking forward to feedback of our students.

Thanks & Regards

Renu Dua
Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502
Mobile- 9990797776, 9910380107
email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info
Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



Dronacharya College of Engg.
Farrukh Nagar - 123603

From: TPO [<mailto:tpo@ggnindia.dronacharya.info>]
Sent: Thursday, March 17, 2022 12:08 PM
To: 'Shikha Kumari'

Cc: 'Sunaina Jain'; principal@ggnindia.dronacharya.info
Subject: RE: Ericsson Global Hiring - Batch 2022

Sure Ma'am!!

Kind Regards,
Renu Dua

From: Shikha Kumari [<mailto:shikha.kumari@ericsson.com>]
Sent: Thursday, March 17, 2022 12:03 PM
To: TPO
Cc: Sunaina Jain; principal@ggnindia.dronacharya.info
Subject: RE: Ericsson Global Hiring - Batch 2022

Hi Renu,

I was trying to reach out to Yash Saini but my calls were left unanswered. Please ask him to call me back, so that I can algin him for interview.

Regards,
Shikha

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Thursday, March 17, 2022 11:57 AM
To: Shikha Kumari <shikha.kumari@ericsson.com>
Cc: Sunaina Jain <sunaina.jain@ericsson.com>; principal@ggnindia.dronacharya.info
Subject: RE: Ericsson Global Hiring - Batch 2022

Dear Shikha Ma'am,

Greetings!!

This is to kind inform you that Yash Saini has not received the interview invite mail.

It is requested to please schedule his interview.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: TPO [<mailto:tpo@ggnindia.dronacharya.info>]
Sent: Wednesday, March 16, 2022 5:34 PM
To: 'Shikha Kumari'
Cc: 'Sunaina Jain'; principal@ggnindia.dronacharya.info
Subject: RE: Ericsson Global Hiring - Batch 2022


Principal
Dronacharya College of Engr.
Farrukh Nagar - 123606

Good Evening Ma'am,

Noted with Thanks!!

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Shikha Kumari [<mailto:shikha.kumari@ericsson.com>]

Sent: Wednesday, March 16, 2022 5:32 PM

To: tpo@ggnindia.dronacharya.info

Cc: Sunaina Jain

Subject: Ericsson Global Hiring - Batch 2022

Dear Candidates,

Please join the **Waiting Room** on **17th March, 2022 at 9.00 AM sharp.**

[WAITING ROOM](#) [Click here to join the meeting](#)

Candidate Id	Name	Gender
29987505	Aayush Saini	Male
30021241	Gaurv Pandey	Male
30022227	Sahil Sandhu	Male
30022423	Shivam Chhabra	Male
30022911	Neelima	Female
30023045	Avneesh Dubey	Male
30026076	Satyam Singh	Male
30008591	Bhupender Sharma	Male
30014831	Enjoy Maity	Male

Technical Interview Panel Room Links

Panel Number	Interview Room Links
Panel1	Virtual Interview Room 1
Panel2	Virtual interview Room 2
Panel3	Virtual Interview Room 3


Principal
Dronacharya College of Engineering,
Ferrukh Nagar - 122506

Panel4	Virtual Interview Room 4
Panel5	Virtual Interview Room 5
Panel6	Virtual Interview Room 6



Shikha Kumari



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Monika | Expertlancing <Mahuja@expertlancing.com>
Sent: Tuesday, September 28, 2021 11:57 PM
To: ankitbhardwaj23574@gmail.com
Cc: tpo@ggnindia.dronacharya.info; 'Payal | Expertlancing'; 'HR | ExpertLancing IP'
Subject: ExpertLancing 6 months Internship Offer | ANKIT BHARDWAJ- Patent Research Associate Trainee -Business Operations(ECE)
Attachments: DRONACHARYA - ANKIT BHARDWAJ.pdf
Importance: High

Hi Ankit,

We are pleased to inform you that you have been selected for the position of "**Patent Research Associate – Trainee – Business Operations**" at ExpertLancing Research Services.

We truly believe that, we at ExpertLancing Research can offer you a great learning environment and extraordinary growth opportunities in your Internship.

PFA the INTERNSHIP OFFER LETTER attached to this email. Please reply & confirm the safe receipt of the attachment.

Please find below the details of your joining:

Date: 17th January 2022

Day: Monday

Timing: 10:30 hours

Please send the **signed copy of the offer letter attached & acknowledge** this mail for a closure. This offer is valid for 2 days from the date of issue.

Post your acceptance we will share the other details regarding joining. Also please be informed that the paper copy of letter will be issued to you post joining on DOJ.

We are glad to welcome you to our company and hope that you will give your best.

Feel free to connect if you have any queries.

Best regards,
Monika

Monika Ahuja – Manager – Human Resources
ExpertLancing IP | India: +91 971.703.6777
mahuja@expertlancing.com | www.expertlancing.com


Principal
Dronacharya College of Engg
Farrukh Nagar - 123606



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Principal
Dronacharya College of Engg
Farrukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Monika | Expertlancing <Mahuja@expertlancing.com>
Sent: Wednesday, September 29, 2021 12:00 AM
To: harshitkumar2808@gmail.com
Cc: tpo@ggnindia.dronacharya.info; 'HR | ExpertLancing IP'; 'Payal | Expertlancing'
Subject: ExpertLancing 6 months Internship Offer | HARSHIT KUMAR- Patent Research Associate Trainee -Business Operations(ECE)
Attachments: image001.png; DRONACHARYA -HARSHIT KUMAR.pdf

Hi Harshit,

We are pleased to inform you that you have been selected for the position of "**Patent Research Associate – Trainee – Business Operations**" at ExpertLancing Research Services.

We truly believe that, we at ExpertLancing Research can offer you a great learning environment and extraordinary growth opportunities in your Internship.

PFA the INTERNSHIP OFFER LETTER attached to this email. Please reply & confirm the safe receipt of the attachment.

Please find below the details of your joining:

Date: 17th January 2022

Day: Monday

Timing: 10:30 hours

Please send the **signed copy of the offer letter attached & acknowledge** this mail for a closure. This offer is valid for 2 days from the date of issue.

Post your acceptance we will share the other details regarding joining. Also please be informed that the paper copy of letter will be issued to you post joining on DOJ.

We are glad to welcome you to our company and hope that you will give your best.

Feel free to connect if you have any queries.

Best regards,

Monika

Monika Ahuja – Manager – Human Resources
ExpertLancing IP | India: +91 971.703.6777
mahuja@expertlancing.com | www.expertlancing.com



Principal
Dronacharya College of Engg.
Gurgaon, Haryana - 123006

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Admission Dronacharya Group of Institutions

From: Monika | Expertlancing <Mahuja@expertlancing.com>
Sent: Tuesday, September 28, 2021 11:57 PM
To: himanshu23574@gmail.com
Cc: tpo@ggnindia.dronacharya.info; 'HR | ExpertLancing IP'; 'Payal | Expertlancing'
Subject: ExpertLancing 6 months Internship Offer | HIMANSHU SHARMA- Patent Research Associate Trainee -Business Operations(ECE)
Attachments: image001.png; DRONACHARYA -HIMANSHU SHARMA.pdf
Importance: High

Hi Himanshu,

We are pleased to inform you that you have been selected for the position of **"Patent Research Associate – Trainee – Business Operations "** at ExpertLancing Research Services.

We truly believe that, we at ExpertLancing Research can offer you a great learning environment and extraordinary growth opportunities in your Internship.

PFA the INTERNSHIP OFFER LETTER attached to this email. Please reply & confirm the safe receipt of the attachment.

Please find below the details of your joining:

Date: 17th January 2022

Day: Monday

Timing: 10:30 hours

Please send the **signed copy of the offer letter attached & acknowledge** this mail for a closure. This offer is valid for 2 days from the date of issue.

Post your acceptance we will share the other details regarding joining. Also please be informed that the paper copy of letter will be issued to you post joining on DOJ.

We are glad to welcome you to our company and hope that you will give your best.

Feel free to connect if you have any queries.

Best regards,
Monika

Monika Ahuja – Manager – Human Resources
ExpertLancing IP | India: +91 971.703.6777
mahuja@expertlancing.com | www.expertlancing.com


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



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Principal
Dronacharya College of Engg
Farrukh Nagar - 123606

Admission Dronacharya Group of Institutions

From: Monika | Expertlancing <Mahuja@expertlancing.com>
Sent: Wednesday, September 29, 2021 11:08 PM
To: ankitjadli@gmail.com
Cc: tpo@ggnindia.dronacharya.info; 'HR | ExpertLancing IP'; 'Payal | Expertlancing'
Subject: ExpertLancing 6 months Internship Offer | ANKIT JADLI - Patent Research Associate Trainee -Business Operations(EEE)
Attachments: image001.png; DRONACHARYA -Ankit Jadli.pdf
Importance: High

Hi Ankit,

We are pleased to inform you that you have been selected for the position of "**Patent Research Associate - Trainee - Business Operations**" at ExpertLancing Research Services.

We truly believe that, we at ExpertLancing Research can offer you a great learning environment and extraordinary growth opportunities in your Internship.

PFA the INTERNSHIP OFFER LETTER attached to this email. Please reply & confirm the safe receipt of the attachment.

Please find below the details of your joining:

Date: 17th January 2022

Day: Monday

Timing: 10:30 hours

Please send the **signed copy of the offer letter attached & acknowledge** this mail for a closure. This offer is valid for 2 days from the date of issue.

Post your acceptance we will share the other details regarding joining. Also please be informed that the paper copy of letter will be issued to you post joining on DOJ.

We are glad to welcome you to our company and hope that you will give your best.

Feel free to connect if you have any queries.

Best regards,
Monika

Monika Ahuja - Manager - Human Resources
ExpertLancing IP | India: +91 971.703.6777
mahuja@expertlancing.com | www.expertlancing.com


Principal
Dronacharya College of Engg
Farrukh Nagar - 123506



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Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Monika | Expertlancing <Mahuja@expertlancing.com>
Sent: Wednesday, September 29, 2021 12:08 AM
To: arvindsharma37528@gmail.com
Cc: tpo@ggnindia.dronacharya.info; 'HR | ExpertLancing IP'; 'Payal | Expertlancing'
Subject: ExpertLancing 6 months Internship Offer | ARVIND SHARMA - Patent Research Associate Trainee -Business Operations(EEE)
Attachments: DRONACHARYA - Arvind Sharma.pdf
Importance: High

Hi Arvind,

We are pleased to inform you that you have been selected for the position of "**Patent Research Associate – Trainee – Business Operations**" at ExpertLancing Research Services.

We truly believe that, we at ExpertLancing Research can offer you a great learning environment and extraordinary growth opportunities in your Internship.

PFA the INTERNSHIP OFFER LETTER attached to this email. Please reply & confirm the safe receipt of the attachment.

Please find below the details of your joining:

Date: 17th January 2022

Day: Monday

Timing: 10:30 hours

Please send the **signed copy of the offer letter attached & acknowledge** this mail for a closure. This offer is valid for 2 days from the date of issue.

Post your acceptance we will share the other details regarding joining. Also please be informed that the paper copy of letter will be issued to you post joining on DOJ.

We are glad to welcome you to our company and hope that you will give your best.

Feel free to connect if you have any queries.


Best regards,
Monika

Monika Ahuja – Manager – Human Resources
ExpertLancing IP | India: +91 971.703.6777
mahuja@expertlancing.com | www.expertlancing.com


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



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Principal
Dronacharya College of Engg
Farrukh Nagar - 128505

Admission Dronacharya Group of Institutions

From: Monika | Expertlancing <Mahuja@expertlancing.com>
Sent: Wednesday, September 29, 2021 12:05 AM
To: thakurmanish1502@gmail.com
Cc: tpo@ggnindia.dronacharya.info; 'HR | ExpertLancing IP'; 'Payal | Expertlancing'
Subject: ExpertLancing 6 months Internship Offer | MANISH THAKUR - Patent Research Associate Trainee -Business Operations(EEE)
Attachments: DRONACHARYA -MANISH THAKUR.pdf
Importance: High

Hi Manish,

We are pleased to inform you that you have been selected for the position of "**Patent Research Associate – Trainee – Business Operations**" at ExpertLancing Research Services.

We truly believe that, we at ExpertLancing Research can offer you a great learning environment and extraordinary growth opportunities in your Internship.

PFA the INTERNSHIP OFFER LETTER attached to this email. Please reply & confirm the safe receipt of the attachment.

Please find below the details of your joining:

Date: 17th January 2022

Day: Monday

Timing: 10:30 hours

Please send the **signed copy of the offer letter attached & acknowledge** this mail for a closure. This offer is valid for 2 days from the date of issue.

Post your acceptance we will share the other details regarding joining. Also please be informed that the paper copy of letter will be issued to you post joining on DOJ.

We are glad to welcome you to our company and hope that you will give your best.

Feel free to connect if you have any queries.

Best regards,
Monika

Monika Ahuja – Manager – Human Resources
ExpertLancing IP | India: +91 971.703.6777
mahuja@expertlancing.com | www.expertlancing.com




Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

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Principal
Dronacharya College of Engg
Farrukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Monika | Expertlancing <Mahuja@expertlancing.com>
Sent: Friday, January 7, 2022 5:02 PM
To: 'TPO'
Subject: FW: ExpertLancing 6 months Internship Offer | SHIKSHA - Patent Research Associate Trainee -Business Operations(ECE)
Attachments: image001.png; DRONACHARYA -SHIKSHA.pdf
Importance: High

Best regards,
Monika

Monika Ahuja – Manager – Human Resources
ExpertLancing IP | India: +91 971.703.6777
mahuja@expertlancing.com | www.expertlancing.com



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From: Monika | Expertlancing [mailto:Mahuja@expertlancing.com]
Sent: Wednesday, September 29, 2021 12:02 AM
To: 'shiksha.solanki@gmail.com'
Cc: 'tpo@ggnindia.dronacharya.info'; 'HR | ExpertLancing IP'; 'Payal | Expertlancing'
Subject: ExpertLancing 6 months Internship Offer | SHIKSHA - Patent Research Associate Trainee -Business Operations(ECE)
Importance: High

Hi Shiksha,

We are pleased to inform you that you have been selected for the position of **"Patent Research Associate – Trainee – Business Operations "** at ExpertLancing Research Services.

We truly believe that, we at ExpertLancing Research can offer you a great learning environment and extraordinary growth opportunities in your Internship.

PFA the INTERNSHIP OFFER LETTER attached to this email. Please reply & confirm the safe receipt of the attachment.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Please find below the details of your joining:

Date: 17th January 2022

Day: Monday

Timing: 10:30 hours

Please send the **signed copy of the offer letter attached & acknowledge** this mail for a closure. This offer is valid for 2 days from the date of issue.

Post your acceptance we will share the other details regarding joining. Also please be informed that the paper copy of letter will be issued to you post joining on DOJ.

We are glad to welcome you to our company and hope that you will give your best.

Feel free to connect if you have any queries.

Best regards,
Monika

Monika Ahuja – Manager – Human Resources
ExpertLancing IP | India: +91 971.703.6777
mahuja@expertlancing.com | www.expertlancing.com



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Principal
Dronacharya College of Engg.
Farrukh Nagar - 122506

Reply

Reply all

Forward



Archive



Delete

Front-End Development Internship at EZ

Kirti Rani <kirti.rani@ez.works>



12:25

hauhan1@gmail.com Cc: Joy Sharma; Divya Anand

Hi,

We have evaluated your Interview and like your candidacy. As discussed, we would like to bring you on as a full-time **Front-End Development Intern**. The high level job-description is as below:

Collaborate with product management and engineering to define and implement innovative solutions for the product direction, visuals and experience.

Execute all visual design stages from concept to final hand-off to engineering.

Conceptualize original ideas that bring simplicity and user friendliness to complex design roadblocks.

Create wireframes, storyboards, user flows, process flows and site maps to

effectively communicate interaction and design ideas.

Conduct user research and evaluate user feedback.

Establish and promote design guidelines, best practices and standards.

Work on the layout of the website/ application and ensure that it is optimized for different devices.


We will start you off on Internship at a stipend of **INR 12,000 per month for 6 months**.

The **On-Boarding form** and **Candidate Id** is mentioned below. Please fill this form by **Monday, 07th March 2022**.

Candidate Id - 113

On-Boarding Form Link -

<https://forms.gle/mHzzQTU5GwTNMGYP8>


Principal
Dronacharya College of Engineering,
Farukh Nagar - 122508

We would like for you to start on **Monday, 07th March, 2022**. Kindly confirm the start date by reply to this email by the same evening.

Please let us know if you have any questions.

Admission Dronacharya Group of Institutions

From: Azmat Alam <azmat.alam@calyxpod.com>
Sent: Friday, February 4, 2022 5:14 PM
To: TPO
Cc: Joita Das; Ganapati Roop Kiran Reddy; principal@ggnindia.dronacharya.info
Subject: Re: EZ Lab Pvt. Ltd <> Dronacharya College of Engineering <> Front End Engineer - Back End Engineer (2022 Batch)
Attachments: image001.jpg; image002.jpg; image003.jpg

Dear Ma'am,

As discussed, the student below has been selected for the role. EZ Lab's HR Team will connect with the student for the confirmation and joining formalities.

Name	Email	College Name	Role
Prateek Chauhan	parteekchauhan1@gmail.com	Dronacharya group of institutions	Frontend Engineer

Please inform the student of the same.

Let me know if there are any queries.

Regards,
Azmat Alam
Engagement Specialist
9582314778

Calvxx

On Fri, Jan 21, 2022 at 5:27 PM Azmat Alam <azmat.alam@calyxpod.com> wrote:

Dear Renu Mam,

Greetings of the day!!

As discussed earlier, PI Round has been postponed and has been scheduled for Monday 24th Jan, 2022.

Name	Email	College Name	Role
Prateek Chauhan	parteekchauhan1@gmail.com	Dronacharya group of institutions	Frontend Engineer

Please inform the student of the same.

Let me know if there are any queries.



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Regards,
Azmat Alam
Engagement Specialist
9582314778

Calvxx

On Wed, Jan 19, 2022 at 4:57 PM Azmat Alam <azmat.alam@calyxpod.com> wrote:
Noted.

Regards,
Azmat Alam
Engagement Specialist
9582314778

Calvxx

On Wed, Jan 19, 2022 at 4:50 PM TPO <tpo@ggnindia.dronacharya.info> wrote:

Dear Azmat Sir,

Greetings!!

This is to kind inform you that all these students are available to attend the interview on 20th & 21st Jan.

Thanks & Regards

Renu Dua

Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Azmat Alam [mailto:azmat.alam@calyxpod.com]

Sent: Tuesday, January 18, 2022 6:51 PM

To: TPO

Cc: Joita Das; Ganapati Roop Kiran Reddy; principal@ggnindia.dronacharya.info

Subject: Re: EZ Lab Pvt. Ltd <> Dronacharya College of Engineering <> Front End Engineer - Back End Engineer (2022 Batch)

Dear Ma'am,

Greetings of the day!!

As discussed earlier, the student below has been selected for the PI round which will be conducted on:

Frontend - Thursday 20th Jan, 12PM onwards.

Name	Email	College Name	Role
Ankit Jangir	ankitjangir.1690@gmail.com	Dronacharya group of institutions	Frontend
Prateek Chauhan	parteekchauhan1@gmail.com	Dronacharya group of institutions	Frontend

Backend - Friday 21st Jan, 11AM onwards.

Name	Email	College Name	Role
Divya Gupta	divyagupta2100@gmail.com	Dronacharya group of institutions	Backend

Please inform the students of the same.

Let me know if there are any queries.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122506

Regards,

Azmat Alam

Engagement Specialist

9582314778



On Thu, Dec 23, 2021 at 2:57 PM TPO <tpo@ggnindia.dronacharya.info> wrote:

Dear Aishwarya Ma'am,

Greetings!!

Noted with Thanks!!

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



**Dronacharya College of Engg.
Farukh Nagar - 122506**

From: Aishwarya Bagde [mailto:aishwarya.bagde@calyxpod.com]
Sent: Thursday, December 23, 2021 1:06 PM
To: tpo@ggnindia.dronacharya.info
Cc: Joita Das; Ganapati Roop Kiran Reddy; Azmat Alam
Subject: Re: EZ Lab Pvt. Ltd <> Dronacharya College of Engineering <> Front End Engineer - Back End Engineer (2022 Batch)

Dear Sir/Ma'am,

Greetings from Calyxpod!!

Here is a quick update regarding the Front End & Back End Engineer profile. Please find the list of shortlisted students for the 1st Round.

Name	College	Email Id
Rishabh Jain	Dronacharya Group of Institutions	ishy.jain2000@gmail.com
Akshay Kumar	Dronacharya Group of Institutions	akshaykumardr869@gmail.com
Yagyesh Mishra	Dronacharya Group of Institutions	yagyesh0208@gmail.com
Smita Singh	Dronacharya Group of Institutions	smitatanya2000@gmail.com

Request you to kindly forward the google form link below to the students for them to fill it at the earliest.

https://docs.google.com/forms/d/e/1FAIpQLScMwimfHO66OHU2ODFksR3-Hfl-osRhGLok0A1visnaTOSdNA/viewform?usp=sf_link

Students need to share the response today before 10:00 PM.

Best Regards,

Aishwarya

Client Engagement Specialist

8421830811


Principal
Dronacharya College of Engg
Farrukh Nagar - 123506



On Fri, Dec 3, 2021 at 11:37 AM Aishwarya Bagde <aishwarya.bagde@calyxpod.com> wrote:

Dear Sir/Ma'am

Greetings from Calyxpod!!

We are happy to inform you that **EZ lab Pvt. Ltd** has partnered with **Calyxpod** for their **Off-Campus Recruitments** and is looking to hire UG students from the 2022 Batch for the role of Front end and Backend Engineer.

Overview of Job Opportunity (2022 Batch):

Role	1) Front End Engineer 2) Back End Engineer
Degree	B.E/B.Tech(C.S/IT) – 2022 Batch only
Eligibility Criteria	NA
CTC	Rs.3.5 to 4 Lpa.(10% Variable pay included in the CTC)
Internship Duration	6 Months
Stipend	10-15k Stipend during the internship

Job Location	Gurugram
Joining Date	As soon as possible(Fine if the candidates are joining in the month of Jan 2022)

Interview Process:

- Online Test
- Technical Round Inperson
- CEO Round in person


Principal
Dronacharya College of Engg.
Farukh Nagar - 122606

Disclaimer: Any student who has a JOB OFFER in a Company that was brought by Calyxpod to your campus, can strictly only apply if the previous calyxpod company offer is Rs. 2.18 LPA or below. For any special cases, please connect with the Calyxpod Team.

Request to kindly forward this email to the eligible students for them to apply for this exciting opportunity at the earliest.

Registration link for Front End Engineer profile : <https://tinyurl.com/3uc2zaj5>

Registration link for Back End Engineer profile : <https://tinyurl.com/4xbap5rs>

Note:- Registration window is open till 3rd December 2021, 6:00 PM.

Job Description for Front End Engineer:

- Ambitious personality, enthusiastic about learning new technologies
- Strong understanding of the web development cycle and programming techniques and tools
- Solid OOP and software design knowledge to create software that's extensible, reusable and meets desired architectural objectives
- Knowledge of phases of the software development life cycle, best practices and Agile Software Development
- Good understanding of proficiency in HTML, CSS, ReactJS and its core design principles
- Strong Knowledge of JavaScript, jQuery, Hooks (ReactJS) and Responsive web Design
- Good understanding of AJAX and JavaScript DOM manipulation Techniques
- Experience with source control systems such as GIT
- Good understanding of OWASP security principles
- Good project and time management skills. Capable of prioritizing tasks in order to meet goals with minimum oversight
- Knowledge of AWS, Docker and CI/CD pipeline will be good to have
- Focus on efficiency, user experience, and process improvement

Skills Required -----

Strong Knowledge of JavaScript, jQuery, Hooks (ReactJS)

Job Description for Back End Engineer:


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Dronacharya College of Engg.
Faridkot Nager - 122506

- Ambitious personality, enthusiastic about learning new technologies
- Strong understanding of the web development cycle and programming techniques and tools
- Solid OOP and software design knowledge to create software that's extensible, reusable and meets desired architectural objectives
- Familiarity with Web Server technologies including NGINX, Apache
- Knowledge and proficiency in Python, PostgreSQL
- Knowledge of phases of the software development life cycle, best practices and Agile Software Development
- Experience with source control systems such as GIT
- Knowledge of the following: Server Backend Distributed and Parallel Systems, Full Stack Development (frontend and backend), Scalable Enterprise Platforms and Applications, Application Security
- Good understanding of OWASP security principles
- Good project and time management skills. Capable of prioritizing tasks in order to meet goals with minimum oversight
- Knowledge of AWS, Docker and CI/CD pipeline will be good to have
- Focus on efficiency, user experience, and process improvement

Skills Required -----

Knowledge and proficiency in Python, Database

Other Details:-

> Students should be willing to relocate to the joining location - Gurugram.

About the Company:

EZ provides a suite of Business Support Services that has disrupted the traditional agency model through innovation and use of advanced technology to modernize the age-old workflows and processes. EZ has innovated a delivery process that cuts the turn-around time for consistently highquality output by half, as compared to other players in the market. With round the clock availability of support throughout the year, we're faster than the fastest as all client requests are addressed within minutes, along with an added promise of impeccable information security and data protection. On top of that, our expansive network of thousands of subject matter experts spread across the globe provides local context that results in consistently high-quality output in alignment with our clients' requirements, leading to a 99% positive feedback from large, medium, and small-sized enterprises alike. Through this consistently high-quality service, we have earned the trust of big 4s, ministries, and top organizations globally that rely on us for a hassle-free experience in a variety of services, ranging from graphic design, market research, data processing, translation, audio-visual production, and presentation design. Here are the links to our website and social media pages for you to <https://ez.works/>


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Please feel free to contact me in case of any queries.


Best Regards,

Aishwarya

Client Engagement Specialist

8421830811




Principal
Dronacharya College of Engg.
Farrekh Nagar • 122506

Date: 20th January 2022

Amit Kumar
House No C-89, Ashok Vihar Phase-2,
Gurgaon, Haryana-122001.

Dear Amit,

With reference to your interviews and discussions with us we are pleased to offer you the position of “**Trainee Engineer – Technical Support**” on the terms and conditions as set forth below:


1. **Date of Commencement** : 04th February 2022
2. **Bond Period** : You will serve eClinicalworks India Pvt. Ltd. for a minimum period of 2 year, from the date of execution under the bond. As a guarantee you agreed to pay a cheque amounted **2 months gross salary** as security. In the event of the said cheque being required to be deposited on account of breach of the bond, then the company will be at liberty to treat the said amount as being due and payable by you to the company by way of Debt and the company will be at liberty to file recovery proceedings in this regard.
3. **Period of Offer** : The period of offer is as follows:
 - a. You will be initially trained for a period of three months from the date of Commencement mentioned herein above. If you complete the training successfully to the satisfaction of the Company (of which the Company will be the sole judge), you will thereafter be placed on probation for a further period of three months. If you do not complete the training successfully, then your trainee services will be determined upon the efflux of the said training period. If you complete the probation period successfully to the satisfaction of the Company (of which the Company will be the sole judge) and if you are found to be fit for confirmation after due assessment, you will be confirmed in employment. If you do not complete the probation period successfully, then your probationary services will be determined upon the efflux of the said probationary period.
 - b. Your Probation Period as a Trainee Engineer overall would be of 6 months that includes your training as well as learning. Confirmation solely depends upon your performance measured during the course of time as well as successful completion of your graduation with no previous/existing backlogs and the receipt of final semester’s mark sheet along with all the other semester’s mark sheets and certificate furnished to the stakeholders (HR and Training POCs)



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Farrukh Nagar - 123503



- c. If, however, it is any time found that any representation made by you to the Company prior to this Offer being made to you - including but not limited to any verbal representation, any information contained in your Curriculum Vitae, any supporting document or any other factual matter concerning you - was not entirely correct or truthful; then your employment shall be liable for summary dismissal without any notice, payment in lieu of notice or any compensation. Further, in such a case, the Company shall have the right to seek such other remedies as may be available to it in law including the right to damages, prosecution etc.
- d. This offer is only valid if you are not an *Ineligible* Person under the Office of Inspector General's List of Excluded Individuals/Entities.
4. **Scope of Work** : The scope of your work/duties/expected skill sets/expected performance etc. have been discussed with and explained to you during your interviews and discussions
5. **Place of Work** : Your current place of work will be Ahmedabad, however you may be deputed at the parent/associate company sites, client sites or partner sites outside of Ahmedabad (Overseas or other India metros)
6. **Salary** : Your gross annual remuneration will be **Rs. 275,000/- (Rupees Two Lakhs Seventy Five Thousand only)** on CTC (Cost-to-the-Company) basis. The CTC break up will generally be as per Company policy and applicable tax provisions from time to time. The primary components of your CTC initially shall be as per Exhibit A attached.
7. **Background Verification** : The Company will be conducting a background check/screening procedure in your matter as a measure of full disclosure. In the event of the said background check/screening procedure showing negative on any parameter, this offer will stand determined and revoked with immediate effect.
8. **Notice of Relieving** :
- a. During your training and assessment period, this employment may cease to exist any time, by giving 7 days' notice in writing by either side.
- b. During your probation period, this employment may cease to exist any time by giving 30 days' notice in writing by either side.
9. **Counterparts** : This Offer and its Acceptance may be executed in multiple counterparts, each of which shall have the force and effect of an original.


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Farrukh Nagar - 123506

eClinicalWorks



10. General

- a. Please note that the contents of this Offer and any subsequent Employment Letter/Agreement are confidential and shall not be discussed with any other person.
- b. The Company may from time to time revise its HR policies and, subject to those being applied generally to all or a class of employees without discrimination, and being lawful, will apply to you ipso facto

We welcome you within our fold and trust that your association with ECW will be exciting and mutually rewarding.

This Offer is valid for 7 days. You are requested to return the duplicate copy of this letter, duly signed by you in token of your acceptance of the above Offer.

Yours sincerely

For eClinicalWorks India Pvt. Ltd.

Human Resources

Date: 20th January 2022

AGREED AND ACCEPTED BY ME

(Amit Kumar)

Date:


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506



Annexure

Name: Amit Kumar

Annual CTC

	Particular	Yearly (Amount in Rs.)
a.	Basic	180,000
b.	HRA	68,400
c.	LTA	5,000
d.	Company's Contribution to PF @ 12%	21,600
Total		275,000

The above remuneration is subject to deduction of Income Tax, Professional Tax, PF and any other taxes as per law subsisting from time to time.

It is understood that the Company offers the CTC herein above stated. The components of CTC could change, though its quantum will not, depending on the Company HR policies, tax law, industry practice etc. at the discretion of the Company and subject to any such change being consistent with tax and other applicable regulations.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123508

Admission Dronacharya Group of Institutions

From: Ambika Shekhawat <ambika.shekhawat@freecharge.com>
Sent: Tuesday, June 21, 2022 11:36 AM
To: TPO
Cc: Raghav Garg
Subject: Freecharge | Final Selects

Follow Up Flag: Follow up
Flag Status: Completed

Dear Placement Committee,

We are delighted to share that the below students have been finally selected as a GET for Freecharge.

Their DOJ would be 25th July 22 and the work location would be Gurgaon.

Compensation: 9LPA (Fixed 7LPA + 2Lakh Joining Bonus)

We will shortly share their offer letters.

I will be the POC for students. In case of any queries, they can reach out to me.

Student Names	College Name	Roles
Ruhi Peter	Dronacharya College of Engineering, Gurugram	Backend
Sahil Sandhu	Dronacharya College of Engineering, Gurugram	Backend
shivanshu singh	Dronacharya Group of Institutions, Greater Noida	QA

Warmly,
Ambika Shekhawat
Human Resources


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123606

Admission Dronacharya Group of Institutions

From: CAMPUS NCR - NextGen Ventures <campus.ncr@nextgenventures.in>
Sent: Thursday, July 21, 2022 11:29 AM
To: info@dronacharya.info; tpo@gnindia.dronacharya.info;
tpo@ggnindia.dronacharya.info
Cc: Indranath Mitra - NextGen Ventures
Subject: NextGen Ventures | Offer Letter & Joining Information - Gainwell Commosales - GET/2022 Batch - NCR - DCE
Attachments: Mukul_Offer Letter.pdf
Follow Up Flag: Follow up
Flag Status: Flagged

NextGen Ventures

OFFER LETTER & JOINING INFORMATION

B.E. / B.Tech (Mechanical, Electrical) | 2022 passing out batch

Dear Sir/Madam,

With respect to the "Joint Recruitment Drive (Online/Offline Mode)" by & for "Gainwell Commosales Private Limited (Formerly Tractors India Private Limited)" for the 2022 passing out batch **B.E. / B.Tech (Mechanical, Electrical)** candidates from few selected colleges in your region, please find attached the Offer Letter of the selected candidate along with the Joining Related Information:


Date of Joining: 25th July, 2022
Reporting Address: GAINWELL COMMOSALES Pvt.Ltd.
1 C-1 Udyog Vihar Ecotech 2 Greater Noida U.P.201306
Reporting Time: 9:30 am
Contact Person: Trishna Singh

Candidate needs to carry the following Documents during the Time of Joining:

- Academic certificate & Mark sheets (Original + Photocopy)- Starting from 10th to highest qualification
- Age Proof (Original + Photocopy)
- Photo ID proof (Original + Photocopy)
- Address proof (Original + Photocopy)
- Pan Card (Original + Photocopy)
- Age proof of all the people you would like to nominate for your provident fund (Photocopy)
- Passport size photographs of self (6 copies)
- If married then one photograph and age proof of spouse and 2 children for Insurance
- Covid Vaccination certificate (both doses)
- RT-PCR test report (Test needs to be done within 72 hours of date of joining)

Candidate will soon get a call regarding the Pre Employment Medical Check Up

Please Note:


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Farrukh Nagar - 123506

- The Recruiting Company Officials has already shared the Offer Letter with the selected candidate (the same is attached herewith)
- Request the Concerned Institute to coordinate with the Candidate in this regard

DISCLAIMER : NEXTGEN VENTURES

- NEXTGEN VENTURES does not commit or guarantee any job to any candidate of the institute while performing its responsibilities within the scope of the work in this initiative.
- The Final recruitment will be carried out through by the corporate depending / matching with their satisfaction & expectation with the candidate.
- NEXTGEN VENTURES (at any stage) in no way will influence/interfere or play any role in the recruitment / selection process of the corporate/employer.
- NEXTGEN VENTURES does not commit any vacancy in any form from any particular company or organization under this initiative.
- The selected candidates will not have to pay any fees or amount to any party concerned in this recruitment drive.
- If a candidate is offered from this recruitment drive under this initiative (also when the candidates accepts the offer), the candidate will not be entitled to appear for any other recruitment process as organized by NEXTGEN VENTURES in terms of PLACEMENT (CAMPUS) SUPPORT INITIATIVE.
- NEXTGEN VENTURES will not be responsible for any change made by the recruiting organization in terms of recruitment offer or joining status at a later stage.

If you need any further explanation please get in touch with Mr. Indra Nath Mitra at +9830803437.
Looking forward for your earliest confirmation, active support & cooperation.

Regards,

Biplab Dutta
Campus Services & Solutions Team
NextGen Recruitment Ventures Limited

CORPORATE OFFICE (Kolkata):
Module No. 332, 2nd Floor, SDF Building, Block EP & GP, Sector-V,
Salt Lake Electronics Complex, Kolkata, West Bengal. Pin: 700 091. India

LIAISON OFFICE: New Delhi, Jaipur, Bhubaneswar, Guwahati, Indore, Visakhapatnam & Mangalore.

CIN: U74994WB2018PLC226396

www.nextgenventures.in | Connect to us at [FACEBOOK](#) & [LINKEDIN](#)

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Farrukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: vipul.21403@ggnindia.dronacharya.info
Sent: Wednesday, February 9, 2022 10:44 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Re: Shortlisted for the position of Java Developer with Gauge Data Solutions (CaseMine)

Follow Up Flag: Follow up
Flag Status: Completed

----- Original Message -----

Subject: Re: Shortlisted for the position of Java Developer with Gauge Data Solutions (CaseMine)
Date: Mon Feb 07 2022 16:50:30 GMT+0530 (IST)
From: "Deeksha Dewal" <deeksha.dewal@gaugeanalytics.com>
To: vipul.21403@ggnindia.dronacharya.info

Hi Vipul,

Greetings of the day!!!

We would like to inform you that your profile has been selected for the position of Java Developer with Gauge Data Solutions and your annual compensation would be 3.6 LPA. Also as per our telephonic conversation your joining date would be 09 feb 22.

This offer is valid till 09 feb 22.

Please send all your docs self attested.

Kindly acknowledge this email and confirm your joining date.

Best Regards

Deeksha Dewal

HR Executive

Gauge Data Solutions


On 2022-02-04 16:03, Deeksha Dewal wrote:

Hi,

Your profile is shortlisted for 3 round on 07 Feb at 3:00 pm with the Senior Manager on Skype.
Contact person : Mr Ankur Goel
Please be available on the given time.

Please share your skype id

Best Regards
Deeksha Dewal
HR Executive
Gauge Data Solutions


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

On 2022-02-03 18:37, Deeksha Dewal wrote:

Hi Vipul,

I would like to inform you that your profile is shortlisted for 2 round of interview which is a telephonic discussion .

Interview date : 04 feb 22

Interview time : 12:30 pm

Contact person : Mrs Manila Kericheri

Please be available at the same time.

Thanks and regards

Deeksha Dewal

HR Executive

Gauge Data Solutions


Principal
Dronacharya College of Engg.
Farrekh Nagar • 122504

EMPLOYMENT AGREEMENT

Agreement dated this **30th December, 2021** between Gemini Solutions Private Limited (the "Company"), having its corporate office at Plot Number: 119, Phase 1, Udyog Vihar, Sector: 20, Gurgaon, Haryana-122016 and **Ritik Yadav s/o Mr.**

_____ , residing at (Permanent Address) _____


W I T N E S S E T H

WHEREAS, the Employee is a professional, national of the country of India, who has represented that he/she has certain specialized skills and/or networking/software capabilities; and further

WHEREAS, the parties mutually desire to enter into an Employment Agreement (the "Agreement" or this "Agreement"), in which the Employee agrees to provide his/her professional technical services and the Company agrees to pay to the Employee a specified wage.

NOW, THEREFORE, in consideration of Hundred AND 00/100 (Rs 100.00), of the mutual promises and the terms and conditions contained therein, and of other good and valuable consideration, the parties agree as follows:

1. Duties. The employee understands and agrees that the relationship created by this Agreement is fiduciary in nature and therefore, he/she owes to the Company an obligation to use his/her best efforts at all times and has a duty of loyalty to his/her employer. The Employee agrees to devote his/her entire energies and full and undivided attention during the course of the employment to the business of the Company. The employee understands and expressly acknowledges that soliciting, negotiating, contacting, either directly or indirectly, with another prospective employer, competitor, customer, client or any other entity engaged in, or to be engaged in, the business of computer programming, consulting, systems analysis or networking, while employed with and being compensated by the Company shall be deemed to be a breach of the employee's duty of loyalty to the Company and a breach of this Agreement and shall entitle the Company to liquidated damages as set forth below, reimbursement for the time the employee was being compensated by the Company and necessarily not using his/her best efforts for the Company as well as to costs and attorney's fees as set forth in paragraph 8, infra.


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

Further, the Employee agrees and acknowledges that he/she has a duty and will, in fact disclose the existence of this Agreement and explain its restrictions upon him/her to any person, entity or company that may approach, discuss, suggest or otherwise broach in any manner, employment with Employee. During employment with the Company, you may be posted/transferred to any of the Branch Offices / Department / Sister Concern / Subsidiary / Associate Company / Joint Venture/ Onsite, at any location in India / Abroad at the sole discretion of the management.

And further, the Employee agrees and represents to the company that he/she is not subject to any existing terms or Contract, including by way of example, restrictive covenants of past employers that would directly or indirectly affect or impede the Employee's ability to perform in accordance with the terms and conditions of this Agreement.

The Employee hereby acknowledges that he/she is in a position of trust in performing the duties that result from this employment and expressly represents and warrants that he/she has no criminal felony convictions involving drugs, theft or violent behavior within the immediate past five (5) years. Further, the Employee expressly authorizes the Company directly or through its agents to conduct criminal background checks to verify his/her above-stated representations.


2. Compensation, Benefits and Expense Reimbursement: For any time, you are on assignment, you will be compensated **INR 15000 (Fifteen Thousand only)** per month for the work performed during the training period of 6 months. If given a full-time offer, after your acceptance you will be transferred to the company's permanent payroll and post that your package will be in the range of **INR 5,40,000 (Five Lakh Forty Thousand Only)** to **INR 6,00,000 (Six Lacs Only)** depending on the performance in the training period.

a) Failure to Comply with Agreement

If Employee has not completed the terms of this agreement and either is terminated for cause or terminates the agreement voluntarily within the first 24 months of employment, then Employee shall reimburse the Company for any of the following: relocation expenses paid on by the Company on Employee's behalf, pay advances given to Employee, Joining bonus. Reimbursement may be made directly by Employee to the Company or Company may deduct these expenses from Employee's final paycheck.

b) Working Hours

Employee agrees to devote 8 working hours a day for 5 days a week. The company has 10 national holidays (attached as annexure A) in each calendar year. The full-time employee on company's permanent


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

payroll is also eligible for paid leaves as follows: 12 Privileged Leaves (PL'S), 12 Casual Leaves (CL's) per leave year. One leave year runs from 1st April to 31st March. Anyone joining mid-way shall be credited leaves into his account on a pro-rated basis. The leaves will get accrued as per the company leave policy.

3. Termination: A six months' probationary period will apply to this role from the date of Joining. During this time, you will receive advice, training and guidance to help you become familiar with, and competent in, performing the work you have been appointed to do. The appointment is subject to the satisfactory completion of this probation period. In case the performance or behavior of the employee is found to be unsatisfactory then the probation period of the employee shall be extended (with four maximum extensions). Automatic extension to be given in case an under-probation employee is absent/on leave for a period of more than 10% of his/her probation period. In case of employer initiating termination during probation on grounds of serious misconduct (ZTP) or unsatisfactory performance, no notice of termination to be paid to the employee. However, the employer will pay the employee all his outstanding entitlements. An employee may terminate his/her employment with the Company by giving the Company Three (3) months advance written notice of termination and by complying with the provisions of paragraphs 4, 5, 6 and 7 of this Agreement. You acknowledge that at least Three (3) months advance notice is reasonable and necessary because of the substantial time, effort and expense the Company will incur in replacing your services and/or acclimating another Employee to your position.

Employee understands and expressly acknowledges that every project obtained by the Company is unique in nature and that should Employee fail to abide by his/her representations that he/she will provide adequate and fair notice as those terms are defined hereunder, the Company will suffer significant and extensive damage, including training of replacements, job interruption and consequential damages in the nature of loss of good will and substantial loss of income should a project be terminated or interrupted as the direct consequence of the Employee's breach of this Agreement. Hence, in case the employee tender's resignation with immediate effect and choose not to serve out the notice period even when the Company deems it necessary, the employer shall be entitled to claim penal and consequential damages due to sudden absence as well as notice period payment. Employee understands and expressly acknowledges that the Company has and will continue to have a continuing relationship with its customers, clients and end users. And in reliance upon the Employee's acknowledgment and his representations that he/she will abide by this Agreement, the Company has agreed to enter into this Agreement with the Employee.


Principal 3
Dronacharya College of Engg.
Farrah Nagar + 122698

Additionally, the Company may terminate your employment by providing you with One (1) month advance written notice of termination. This does not preclude the Company from pursuing other remedies and recourse as provided and reserved under this Agreement, including but not limited to those identified in paragraphs 4, 5, 6, and 7.

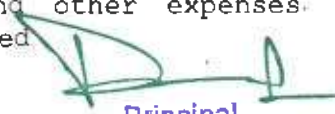
To address and appropriately deal with any instances or behavior that comes under following clauses, Zero Tolerance Policy (ZTP) (which includes immediate termination) is applicable to all employees of Gemini Solutions Private Limited:

- a) Demonstrate non-professional behavior/attitude towards customer/ clients.
- b) Usage of profane or vulgar or abusive language.
- c) Offensive or inappropriate references to Race, Ethnicity Religion, Gender, Lifestyle, Sexual Orientation, Disability and Age.
- d) Consistent interruptions in a rude and sarcastic manner with client.
- e) Unauthorized release of confidential information.
- f) Inappropriate fraternization with clients.
- g) Coming to work intoxicated or any disciplinary issues on the floor.
- h) Extended unscheduled breaks, unapproved/ unscheduled leaves, reporting late to work etc.
- i) Disparaging remarks about Gemini Solutions Private Limited or Clients.

If the ZTP Committee decided to terminate the concerned employee immediately, then the standard full and final procedures will not be followed and will be relieved immediately after the due consideration depending on seriousness of the issue.

4. Service Bond and associated Liquidated Damages: Employee agrees that he/she shall execute a Service Bond for a minimum period of Twenty-Four (24) months from the date of joining the service and if the Employee quits Gemini Solutions Private Limited for any reason whatsoever before completion of Twenty-Four (24) months there from, he/she will have to make a payment of INR 2, 00,000/- (Two lakh only) to Gemini Solutions Private Limited on demand, without demur.

Employee acknowledges that the Company will make a substantial investment of time, money and resources and preparing Employee's work assignment, and that the Company will incur significant expense in connection therewith, including but not limited to, recruitment expenses, travel and relocation expenses, housing and lodging expenses, training expenses, legal expenses, and other expenses incurred. Additionally, the Company has invested


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considerable time and money in locating worksites for Employee and will lose tremendous amounts of money if Employee prematurely cancels this contract and Employer is not able to place a suitable replacement for Employee at the worksite.

The Company is prepared to make this investment in you and incur these expenses in specific reliance upon your express promise and representation by signing this agreement that you will remain in the employment of the Company for a period of at least the length of time to complete Twenty-Four (24) months. If you terminate your agreement or employment with the Company prior to the completion of Twenty-Four (24) months of service, the Company would suffer economic loss consisting of the expenses set forth above as well as lost revenue.

5. Confidentiality: The Company has acquired and developed, and will continue to develop technical information including but not limited to, functional and technical specifications, designs, drawings, analysis, research, process, systems and procedures, computer programs, methodologies, ideas, etc.; business information including but not limited to, sales and marketing research, materials, market trends, accounting and financial information, credit history and other credit related information, customer lists, names, addresses, business habits of customers, sales reports, price lists, personnel records, including other information designated as confidential expressly, or by the circumstances in which it is provided. As part of your employment you acknowledge that you will develop relationships of special trust and confidence with the Company's customers and employees, certain state and federal agencies, employment agencies, the Department of Justice and its various branches, Department of Labor and its various district and state offices, and you will acquire or develop or have access to, confidential and proprietary information concerning the Company, its employees, customers, suppliers, marketing strategies and other proprietary information (collectively "Confidential Matter"). You acknowledge and agree that such Confidential Matter is for the Company's exclusive benefit and that both during your employment by the Company and at all times thereafter, you will not directly or indirectly use or disclose any Confidential Matter except for the sole benefit and with the consent of the Company. Upon the conclusion of your employment with the Company, you will promptly return to the Company and client all documents, notes, memoranda, equipment, material and information (including computer generated and stored material) concerning the Company or its clients, customers or employees. The provisions of paragraph 5 shall survive the termination of this Agreement.


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6. Non-competition and Non-Solicitation: Employee expressly covenants and agrees that he/she will not at any time within a timeperiod of six (6) months from and after the termination of his employment, for any reason, that Employee will not either directly or indirectly, (a) in any way seek to induce, bring, promote, facilitate or encourage the discontinuance of, or in any waysolicit for or on behalf of himself or any others, or in any way disclose customer or client lists or customer or client accounts ofthe Employer, or (b) in any way solicit the services of (or otherwise deal in a manner adverse to the Company) any employee of the Company, or otherwise induce, encourage or seek to induce such employee to terminate his or her employment with the Company. In such solicitation or behavior occurs, the Company will be damaged and will consider said solicitation, encouragement or inducement tobe an intentional, knowing and tortuous interference with the Company's employment and/or business contracts and will hold the Employee liable.

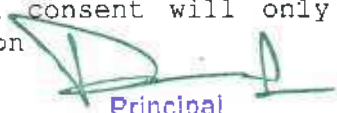
Employee further expressly covenants and agrees that he/she will not at any time or in any manner, either directly or indirectly, without the prior written consent of the Company, divulge, disclose or communicate to any person, firm or organization, in any manner whatsoever, any information concerning any matters of, or relating to, the business of the Company, including, without limitation, any of the Company's customers or clients, prices it has obtained or obtains, or any other information concerning the business of the Company, its manner of operation its plans, processes, or other data without regard to whether any of such matters will be deemed confidential, material or important.

Employee shall not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if offered any, should immediately report the same to the Management.

Employee acknowledges that this agreement pertains to any work done at any location on behalf of the Company. This includes any worksites in which Employee assisted the Company in attaining.

Employee acknowledges that the Company provides labor directly to clients. Employee also acknowledges that the Company providesclients who act as agencies who supply labor to the final client.

Employee covenants not to directly or indirectly work for the client, vendor, or customer of which the Company has a business relationship and for which Employee completed work, without obtaining a written consent from the Company. Furthermore, such consent will only be provided from the company to the employee upon


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mutual agreement for acquisition of the employee resource between the company and the client, vendor or customer. If however, the company and the client, vendor or customer are not able to reach a mutual agreement for acquisition of the employee resource, such employee will be cannot work for the client a period of six (6) months from the termination of his employment with the company.

7. Inventions, Trademarks, Patents and other Intellectual Property:

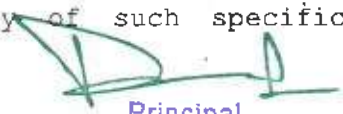
The Employee expressly covenants and agrees that to the extent that the Employee generates intellectual property including but not limited to, copyrights, inventions, trademarks, and patents (collectively "Intellectual Property") during the course of his duties performed on behalf of the Company, or by using the premises, facilities or time of the Company, he/she shall and hereby does convey, assign and transfer ownership to the Company of all such Intellectual Property.

Further, the Employee hereby acknowledges that he/she retains no rights whatsoever with respect to the above-stated Intellectual Property, including but not limited to any rights to reproduce, prepare derivative works, file applications and extensions, copy, distribute, exhibit, use and/or display publicly or otherwise license or assign to any third party the right to do any of the foregoing.

8. Submission to Jurisdiction: The parties agree and acknowledge that any dispute or controversy arising out of or relating to or concerning any act or term of this Agreement or the parties employment relationship shall be resolved in a court of competent jurisdiction located within the state of Haryana. The employee expressly consents to the jurisdiction of the courts in the state of Haryana.

9. Attorney's Fees: In the event of the employee's breach of any provision of this Agreement or in the event that the Company is compelled to initiate legal proceedings to enforce any provision of this Agreement, the Company shall be entitled to collect and be reimbursed for any costs and reasonable attorney's fees incurred should it be necessary for the Company to initiate and prosecute legal action against the employee in the event the employee breaches or threatens a breach of this Agreement. Although if the employee quits the company before the completion of the service bond of Twenty-Four (24) months, due to certain circumstances, and pays the earlier mentioned amount of INR Two (2) Lakh to the company as Liquidated Damages, in that case the company will not initiate any legal proceedings whatsoever against the employee.

10. Severability: If any provision of this contract shall for any reason be held invalid, then the invalidity of such specific


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provision shall not be held to invalidate any other provisions of this contract, which shall, therefore, remain in full force and effect.

11. Notices: Any notices, payments or other communications required or permitted hereunder shall be sufficiently given if sent by certified mail, return receipt requested, addressed as follows:

a) To the Company at its principal corporate located at:
Plot Number: 119,
Phase 1, Udyog Vihar, Sector: 20,
Gurgaon, Haryana -122016

b) To the Employee as indicated below (Name, Father's Name and Permanent Address):
Ritik Yadav

12. Titles and Subtitles. Titles and subtitles are used in this Agreement for the purpose of reference only and not to be considered a part of the text of this Agreement.

13. Entire Agreement. This Agreement, the Employee Policy Manual and exhibits or schedules, if any, attached hereto and forming a part hereof, set forth all the covenants and promises, agreements, conditions and understandings between the Company and the Employee concerning the subject matter hereof and there are no covenants, promises, agreements, conditions or understandings, either oral or written, between them other than are herein set forth.


IN WITNESS WHEREOF, the parties have executed this Agreement on the date set forth above.

Gemini Solutions Private Limited:

By:

Prashank Chaudhary
Senior Vice President

Ritik Yadav
Employee


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EMPLOYMENT AGREEMENT

Agreement dated this **30th December, 2021** between Gemini Solutions Private Limited (the "Company"), having its corporate office at Plot Number: 119, Phase 1, Udyog Vihar, Sector: 20, Gurgaon, Haryana-122016 and Tehjash Ohlaan s/o Mr.

_____, residing at (Permanent Address) _____


W I T N E S S E T H

WHEREAS, the Employee is a professional, national of the country of India, who has represented that he/she has certain specialized skills and/or networking/software capabilities; and further

WHEREAS, the parties mutually desire to enter into an Employment Agreement (the "Agreement" or this "Agreement"), in which the Employee agrees to provide his/her professional technical services and the Company agrees to pay to the Employee a specified wage.

NOW, THEREFORE, in consideration of Hundred AND 00/100 (Rs 100.00), of the mutual promises and the terms and conditions contained therein, and of other good and valuable consideration, the parties agree as follows:

1. Duties. The employee understands and agrees that the relationship created by this Agreement is fiduciary in nature and therefore, he/she owes to the Company an obligation to use his/her best efforts at all times and has a duty of loyalty to his/her employer. The Employee agrees to devote his/her entire energies and full and undivided attention during the course of the employment to the business of the Company. The employee understands and expressly acknowledges that soliciting, negotiating, contacting, either directly or indirectly, with another prospective employer, competitor, customer, client or any other entity engaged in, or to be engaged in, the business of computer programming, consulting, systems analysis or networking, while employed with and being compensated by the Company shall be deemed to be a breach of the employee's duty of loyalty to the Company and a breach of this Agreement and shall entitle the Company to liquidated damages as set forth below, reimbursement for the time the employee was being compensated by the Company and necessarily not using his/her best efforts for the Company as well as to costs and attorney's fees as set forth in paragraph 8, infra.


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Further, the Employee agrees and acknowledges that he/she has a duty and will, in fact disclose the existence of this Agreement and explain its restrictions upon him/her to any person, entity or company that may approach, discuss, suggest or otherwise broach in any manner, employment with Employee. During employment with the Company, you may be posted/transferred to any of the Branch Offices / Department / Sister Concern / Subsidiary / Associate Company / Joint Venture/ Onsite, at any location in India / Abroad at the sole discretion of the management.

And further, the Employee agrees and represents to the company that he/she is not subject to any existing terms or Contract, including by way of example, restrictive covenants of past employers that would directly or indirectly affect or impede the Employee's ability to perform in accordance with the terms and conditions of this Agreement.

The Employee hereby acknowledges that he/she is in a position of trust in performing the duties that result from this employment and expressly represents and warrants that he/she has no criminal felony convictions involving drugs, theft or violent behavior within the immediate past five (5) years. Further, the Employee expressly authorizes the Company directly or through its agents to conduct criminal background checks to verify his/her above-stated representations.

2. Compensation, Benefits and Expense Reimbursement: For any time, you are on assignment, you will be compensated **INR 15000 (Fifteen Thousand only)** per month for the work performed during the training period of 6 months. If given a full-time offer, after your acceptance you will be transferred to the company's permanent payroll and post that your package will be in the range of **INR 5,40,000 (Five Lakh Forty Thousand Only)** to **INR 6,00,000 (Six Lacs Only)** depending on the performance in the training period.

a) Failure to Comply with Agreement

If Employee has not completed the terms of this agreement and either is terminated for cause or terminates the agreement voluntarily within the first 24 months of employment, then Employee shall reimburse the Company for any of the following: relocation expenses paid on by the Company on Employee's behalf, pay advances given to Employee, Joining bonus. Reimbursement may be made directly by Employee to the Company or Company may deduct these expenses from Employee's final paycheck.

b) Working Hours


Employee agrees to devote 8 working hours a day for 5 days a week. The company has 10 national holidays (attached as ~~annexure A~~) in each calendar year. The full-time employee on company's permanent


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payroll is also eligible for paid leaves as follows: 12 Privileged Leaves (PL'S), 12 Casual Leaves (CL's) per leave year. One leave year runs from 1st April to 31st March. Anyone joining mid-way shall be credited leaves into his account on a pro-rated basis. The leaves will get accrued as per the company leave policy.

3. Termination: A six months' probationary period will apply to this role from the date of Joining. During this time, you will receive advice, training and guidance to help you become familiar with, and competent in, performing the work you have been appointed to do. The appointment is subject to the satisfactory completion of this probation period. In case the performance or behavior of the employee is found to be unsatisfactory then the probation period of the employee shall be extended (with four maximum extensions). Automatic extension to be given in case an under-probation employee is absent/on leave for a period of more than 10% of his/her probation period. In case of employer initiating termination during probation on grounds of serious misconduct (ZTP) or unsatisfactory performance, no notice of termination to be paid to the employee. However, the employer will pay the employee all his outstanding entitlements. An employee may terminate his/her employment with the Company by giving the Company Three (3) months advance written notice of termination and by complying with the provisions of paragraphs 4, 5, 6 and 7 of this Agreement. You acknowledge that at least Three (3) months advance notice is reasonable and necessary because of the substantial time, effort and expense the Company will incur in replacing your services and/or acclimating another Employee to your position.

Employee understands and expressly acknowledges that every project obtained by the Company is unique in nature and that should Employee fail to abide by his/her representations that he/she will provide adequate and fair notice as those terms are defined hereunder, the Company will suffer significant and extensive damage, including training of replacements, job interruption and consequential damages in the nature of loss of good will and substantial loss of income should a project be terminated or interrupted as the direct consequence of the Employee's breach of this Agreement. Hence, in case the employee tender's resignation with immediate effect and choose not to serve out the notice period even when the Company deems it necessary, the employer shall be entitled to claim penal and consequential damages due to sudden absence as well as notice period payment. Employee understands and expressly acknowledges that the Company has and will continue to have a continuing relationship with its customers, clients and end users. And in reliance upon the Employee's acknowledgment and his representations that he/she will abide by this Agreement, the Company has agreed to enter into this Agreement with the Employee.


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Additionally, the Company may terminate your employment by providing you with One (1) month advance written notice of termination. This does not preclude the Company from pursuing other remedies and recourse as provided and reserved under this Agreement, including but not limited to those identified in paragraphs 4, 5, 6, and 7.


To address and appropriately deal with any instances or behavior that comes under following clauses, Zero Tolerance Policy (ZTP) (which includes immediate termination) is applicable to all employees of Gemini Solutions Private Limited:

- a) Demonstrate non-professional behavior/attitude towards customer/ clients.
- b) Usage of profane or vulgar or abusive language.
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- f) Inappropriate fraternization with clients.
- g) Coming to work intoxicated or any disciplinary issues on the floor.
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- i) Disparaging remarks about Gemini Solutions Private Limited or Clients.

If the ZTP Committee decided to terminate the concerned employee immediately, then the standard full and final procedures will not be followed and will be relieved immediately after the due consideration depending on seriousness of the issue.

4. Service Bond and associated Liquidated Damages: Employee agrees that he/she shall execute a Service Bond for a minimum period of Twenty-Four (24) months from the date of joining the service and if the Employee quits Gemini Solutions Private Limited for any reason whatsoever before completion of Twenty-Four (24) months there from, he/she will have to make a payment of INR 2, 00,000/- (Two lakh only) to Gemini Solutions Private Limited on demand, without demur.


Employee acknowledges that the Company will make a substantial investment of time, money and resources and preparing Employee's work assignment, and that the Company will incur significant expense in connection therewith, including but not limited to, recruitment expenses, travel and relocation expenses, housing and lodging expenses, training expenses, legal expenses, and other expenses incurred. Additionally, the Company has invested


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considerable time and money in locating worksites for Employee and will lose tremendous amounts of money if Employee prematurely cancels this contract and Employer is not able to place a suitable replacement for Employee at the worksite.

The Company is prepared to make this investment in you and incur these expenses in specific reliance upon your express promise and representation by signing this agreement that you will remain in the employment of the Company for a period of at least the length of time to complete Twenty-Four (24) months. If you terminate your agreement or employment with the Company prior to the completion of Twenty-Four (24) months of service, the Company would suffer economic loss consisting of the expenses set forth above as well as lost revenue.

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6. Non-competition and Non-Solicitation: Employee expressly covenants and agrees that he/she will not at any time within a timeperiod of six (6) months from and after the termination of his employment, for any reason, that Employee will not either directly or indirectly, (a) in any way seek to induce, bring, promote, facilitate or encourage the discontinuance of, or in any waysolicit for or on behalf of himself or any others, or in any way disclose customer or client lists or customer or client accounts ofthe Employer, or (b) in any way solicit the services of (or otherwise deal in a manner adverse to the Company) any employee of the Company, or otherwise induce, encourage or seek to induce such employee to terminate his or her employment with the Company. In such solicitation or behavior occurs, the Company will be damaged and will consider said solicitation, encouragement or inducement tobe an intentional, knowing and tortuous interference with the Company's employment and/or business contracts and will hold the Employee liable.

Employee further expressly covenants and agrees that he/she will not at any time or in any manner, either directly or indirectly, without the prior written consent of the Company, divulge, disclose or communicate to any person, firm or organization, in any manner whatsoever, any information concerning any matters of, or relating to, the business of the Company, including, without limitation, any of the Company's customers or clients, prices it has obtained or obtains, or any other information concerning the business of the Company, its manner of operation its plans, processes, or other data without regard to whether any of such matters will be deemed confidential, material or important.

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7. Inventions, Trademarks, Patents and other Intellectual Property:

The Employee expressly covenants and agrees that to the extent that the Employee generates intellectual property including but not limited to, copyrights, inventions, trademarks, and patents (collectively "Intellectual Property") during the course of his duties performed on behalf of the Company, or by using the premises, facilities or time of the Company, he/she shall and hereby does convey, assign and transfer ownership to the Company of all such Intellectual Property.

Further, the Employee hereby acknowledges that he/she retains no rights whatsoever with respect to the above-stated Intellectual Property, including but not limited to any rights to reproduce, prepare derivative works, file applications and extensions, copy, distribute, exhibit, use and/or display publicly or otherwise license or assign to any third party the right to do any of the foregoing.

8. Submission to Jurisdiction: The parties agree and acknowledge that any dispute or controversy arising out of or relating to or concerning any act or term of this Agreement or the parties employment relationship shall be resolved in a court of competent jurisdiction located within the state of Haryana. The employee expressly consents to the jurisdiction of the courts in the state of Haryana.

9. Attorney's Fees: In the event of the employee's breach of any provision of this Agreement or in the event that the Company is compelled to initiate legal proceedings to enforce any provision of this Agreement, the Company shall be entitled to collect and be reimbursed for any costs and reasonable attorney's fees incurred should it be necessary for the Company to initiate and prosecute legal action against the employee in the event the employee breaches or threatens a breach of this Agreement. Although if the employee quits the company before the completion of the service bond of Twenty-Four (24) months, due to certain circumstances, and pays the earlier mentioned amount of INR Two (2) Lakh to the company as Liquidated Damages, in that case the company will not initiate any legal proceedings whatsoever against the employee.

10. Severability: If any provision of this contract shall for any reason be held invalid, then the invalidity of such specific


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provision shall not be held to invalidate any other provisions of this contract, which shall, therefore, remain in full force and effect.

11. Notices: Any notices, payments or other communications required or permitted hereunder shall be sufficiently given if sent by certified mail, return receipt requested, addressed as follows:

a) To the Company at its principal corporate located at:
Plot Number: 119,
Phase 1, Udyog Vihar, Sector: 20,
Gurgaon, Haryana -122016

b) To the Employee as indicated below (Name, Father's Name and Permanent Address):

Tehjash Ohlaan

12. Titles and Subtitles. Titles and subtitles are used in this Agreement for the purpose of reference only and not to be considered a part of the text of this Agreement.

13. Entire Agreement. This Agreement, the Employee Policy Manual and exhibits or schedules, if any, attached hereto and forming a part hereof, set forth all the covenants and promises, agreements, conditions and understandings between the Company and the Employee concerning the subject matter hereof and there are no covenants, promises, agreements, conditions or understandings, either oral or written, between them other than are herein set forth.


IN WITNESS WHEREOF, the parties have executed this Agreement on the date set forth above.

Gemini Solutions Private Limited:

By:

Prashank Chaudhary
Senior Vice President

Tehjash Ohlaan
Employee


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Farukh Nagar - 128506

Admission Dronacharya Group of Institutions

From: Niharika Singh <Niharika.Singh@globalbees.com>
Sent: Monday, March 14, 2022 10:00 AM
To: TPO
Cc: Sakshi Chadha; Chetna M Malaviya; principal@ggnindia.dronacharya.info
Subject: Interview Drive | GlobalBees

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Renu,

Greetings of the day!

We are reaching out about the Interview Drive which was conducted for the students of Batch 2021 & 2022 for the position of E-commerce Analyst.

Please note, two candidates have been selected for the E-commerce Analyst role & one for the Affiliate Marketing role, their details are appended below for your kind reference:

1. Shubham Chauhan [Batch 2021] - E-Commerce Analyst
2. Nakul Taneja [Batch 2022] - E-commerce Analyst
3. Himanshu Karki [Batch 2022] - Affiliate Marketing

The internship letters have been rolled out and the candidates have started their internships as well.

Extremely glad that we could connect & work together as this idea of conducting an interview drive was executed well & ended up with a win-win.

Renu, Special mention to you for all your coordination & timely submission of the required information. Your support was gratifying.

We truly look forward to connecting with Dronacharya College of Engineering again in the future.

Thanks & regards
Niharika

Niharika Singh



GlobalBees Brands Private Limited
e: Niharika.Singh@globalbees.com
p: 8750082830

www.GlobalBees.com

in

Read our D2C Newsletter on: <https://globalbees.substack.com>

The information contained in this email is intended only for the use of the recipient and may contain information that is privileged and confidential. If the reader of this message is not the intended recipient, the reader is hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If the reader has received this email erroneously, please notify the sender immediately and delete the email from your system.


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Farukh Nagar - 122506

Date: 19-7-2022

Dear Mr. Pulkit Kataria

Offer of Employment

This is with reference to your application and interview you had with us. We are pleased to offer you a job position as per the following details: -

Job Title : **Graduate Trainee Engineer**

Reporting Location on joining date: Go Alubuild Pvt. Ltd., Office No. 305, 3rd Floor, Sushant Tower, Sushant Lok -II, Sector 56, Gurugram-122011, Haryana.

Remuneration : CTC Rs. 16,000/- (Rupees Sixteen thousand only).
Statuary deduction and contribution as applicable will be as per law.

Terms & Conditions : As explained and agreed

Joining Date /Period : On or before 19 July 2022

Your offer is valid only up to the above joining date.

You will be on probation for a period of Six months. After successful completion of your probationary period, your services will be confirmed in writing. Your services will not be treated as confirmed unless a communication to this effect is issued to you in writing. This employment may be terminated by either party in writing by giving Ten days' notice during the probation period or notice pay in lieu thereof. After successful completion of the probation period, the employment can be terminated by either party by giving one month notice or notice pay in lieu thereof.

Your services are transferable to any project site or location within the country where the company has undertaken work or may undertake, solely at the discretion of the Management.

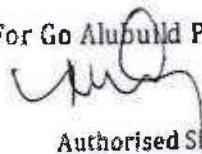
Detailed appointment letter shall be issued to you subsequent to your joining.


This offer of employment is subject to the reference check.

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

- 2 copies of colored passport size photographs
- Copies educational qualifications certificates.

For Go Alubuild Pvt. Ltd.


Authorised Signatory


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Farrukh Nagar - 123606





- c. Copy of your aadhar & PAN Card
- d. Relieving letter and Salary Certificate from the previous employer (if applicable)
- e. Form -16, Form 12 B & investment proof from the previous employer if applicable
- f. Copy of cancelled cheque or bank passbook

We welcome you and look forward for a long and mutually fruitful association.

Kindly Acknowledge and confirm your date of joining.

Thanks and regards,

For Go Alubuild Pvt. Ltd.

For Go Alubuild Pvt. Ltd.

[Signature]
Authorised Signatory
Authorised Signatory

[Signature]
.....

Accepted

[Signature]
Principal
Uronacharya College of Engg.
Farrukh Nagar - 123506

HARMAN

Harman Connected Services Corporation India Pvt. Ltd
Building NO.8, Tower-B, 8th Floor,
DLF Cyber City, Gurgaon – 122002
Haryana, India.
☎ +91(124) 6218000



Don't forget to follow HARMAN on Social media **#harmanconnectsme**

01-Feb-2022

Sub: Offer of Employment

Dear Sakshi Kataria

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd, Gurgaon.**

We are delighted in offering you an employment opportunity as **Associate Engineer - Product Development** with **Harman Connected Services Corporation India Pvt. Ltd, Gurgaon.**

Further, "**Company**" for all purposes in this document shall mean **Harman Connected Services Corporation India Pvt. Ltd, Gurgaon** and or its Affiliates, where the context may so require.

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **500,000/-** per annum. The breakup of the compensation and benefits applicable to you is as per annexure 2.
- You will receive a one-time Joining Bonus of Rs. 50,000/- paid out in 2 equal instalments. The first instalment of Rs. 25,000/- is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 25,000/- is to be paid along with salary payable for your twelfth month.
- Your Date of Joining will be **1 Mar 2022.**
- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- Your initial place of posting will be in **Harman Connected Services- Gurgaon.**
- You will report to the **Business Unit / Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- Your employment 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. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non- compete obligations or other restrictive clauses of any nature whatsoever with any previous employer/s.)
- This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before **October 1, 2022.** Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.


Principal

Dronacharya College of Engg.

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- Company has different Business Units and you may be transferred within or across Business Units based on the requirement of Company. Please note you may also be transferred to any location and may be required to work in different shift timing as per the business requirements.
- Your designation may be changed depending on the work assigned to you at the discretion of the Company.
- You will be entitled for an aggregate of 27 days of leave in accordance with the Company's policy as applicable from time to time.
- During the course of your employment, to enable you to discharge your duties efficiently, Company may invest in you by providing you specialized and/or certified job-related training. If you choose to separate from the Company after undergoing the training (for a minimum period as may be communicated prior to such training), Company has the right to recover any and all expenses expended on your training including and not limited to associated expenses thereof.
- You may be required to travel on Company work and you will be reimbursed expenses as per the then prevalent Company policy on travel and expenses.
- You will not undertake business of similar nature with any other Company during the period of your employment with this Company.
- The notice period applicable for separating from the Company's services is 90 days. You will find more details on the separation procedure/ process on the HR Policy section of the Intranet.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- If you are absent for a continuous period of 5 working days without obtaining your manager's approval, Company may construe this as an act of abandonment and will proceed to follow the process as defined under the policy concerned.
- You will retire in the normal course from the services of the Company at the end of the month in which you attain the age of superannuation, which is 60 years.
- You shall not at any time, disclose to anyone any information, know-how, knowledge, secrets, methods, plans, drawings, designs, etc. of the Company. Also, you shall not take any technical documents or information or copies thereof belonging to the Company outside the office unless specifically entrusted to you in writing.
- If, during the course of your employment with the Company, you are provided with any Company assets, you shall maintain the same in good working condition and you shall return the items to this Company prior to you separating from the services of the Company. Any dues to be paid to you on your ceasing to be in the employment is liable to be withheld by the Company if the said items so provided by the Company are not returned to the Company, apart from the Company's right to proceed against you as per the provisions of law.
- You shall surrender all the records, correspondence and such of the papers connected with the business in the eventuality of your ceasing to be in the employment of this Company.
- During your employment with the Company, you shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.
- You will abide by the Employee Service Conditions enumerated in Annexure 1. Any and all of the terms and conditions of service may be modified or changed at any time by the Company at its discretion.
- The benefits as outlined in Annexure 2, 3 & 4 are subject to change at the Company's discretion.

We are excited to have you join us and welcome you to the Harman family.

**Kindly confirm your acceptance of the above offer at our candidate portal
<https://candidateportal.harman.com/>**

The email body containing this offer letter also contains the User-id & password to do so.

Please upload the required documents stated below to the candidate portal.

Please also submit a duplicate copy of this letter duly signed at the time of joining. On the day of joining, you are requested to be present at 8:30 a.m. for your on-boarding formalities at Second Floor, Building no 8, Tower B, DLF Cyber City, Phase II Gurgaon – 122002, Haryana State, India.

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Harman Connected Services Corporation India Pvt. Ltd. Formerly Symphony Teleca Corporation India Pvt. Ltd.
DIN: U73200KA2002PTC030417. Web site: www.harman.com

Principal
Dronacharya College of Engg.
Farukh Nagar - 123608



You are required to submit to us the following at the time of your joining:

- Photocopies of your 10th and highest educational qualifications (including all marks sheet)
- 3 passport size photographs with dark grey background (Sample enclosed).
- Relieving letter from previous employer, if applicable
- Recent Salary statement, if applicable
- Documents indicating employee number of last two employers, if applicable
- Photocopy of Passport (indicating Passport number, validity, address and age)
- Proof of age and address if different from those mentioned in Passport or not having Passport
- Photocopy of PAN card, (Any other Identity card if PAN not allotted)
- Income Tax computation sheet and Form 12B of previous employer/s in the current financial year (if applicable)
- Company Personal Data form

We are excited to have you join us quickly and welcome you to the Harman family.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter within 1 week of the date of offer release.

For Harman Connected Services Corporation India Pvt. Ltd.

Subhajit Ghosh
Senior Manager, Talent Acquisition

Enclosed Annexures:

- 1. Employee Service Conditions**
- 2. A note on your Total Rewards**

I have read, understood and accepted the above. I understand that the terms and conditions are pre-conditions to my being offered employment with the Company. I am under no obligation or duress to accept these terms and conditions of employment. I accept them of my own free choice and will.

Signature: _____

Name: _____

Date: _____

Expected date of joining: _____

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Dronacharya College of Engg

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Harman Connected Services Corporation India Pvt. Ltd. Formerly Symphony Teleca Corporation India Pvt. Ltd.
CIN: U72200KA2005FTC050427. Web site: www.harman.com



Annexure 2: Compensation Break-Up Detail

Name:	Ms Sakshi Kataria
Designation:	Associate Engineer - Product Development
Grade:	9A
Gross Salary	500,000
Base Salary	500,000

Components	Annual (in Rs.)	Monthly (in Rs.)
Basic	200,000	16,667
House Rent Allowance	100,000	8,333
Statutory Bonus	7,000	583
Flexible Benefit Package*	159,380	13,282
Fixed Salary – (A)	466,380	38,865
PF - Employer's contribution	24,000	2,000
Gratuity	9,620	802
Statutory Benefits – (B)	33,620	2,802
Base Compensation	500,000	41,667
Gross Salary – (A+B)	500,000	

Pre-tax Take Home

Monthly Fixed Salary	38,865
Provident fund - Employee's contribution	2,000
Monthly Take home - Prefax	36,865

Note:

- Taxes are applicable as per statutory rules.
- Flexible Benefit Package is payable towards salary components explained in the Total Rewards annexure as per the Company policy. The value of such benefits shall not exceed the amount mentioned above under FBP.
- Details of the other benefits are mentioned in the Annexure 3 "Note on Total Rewards".

For Harman Connected Services Corporation India Pvt. Ltd

Subhajit Ghosh
Senior Manager, Talent Acquisition


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

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Harman Connected Services Corporation India Pvt. Ltd. Formerly Symphony Teleca Corporation India Pvt. Ltd.
CIN: U72200KA2002PTC030427. Web site: www.harman.com

HARMAN

Harman Connected Services Corporation India Pvt. Ltd

No.3 & 3A, EOIZ Industrial Area, Survey No. 85 & 86

Sadaramangala Village, Krishnarajapuram Hobli

Bangalore-560066, Karnataka, India

☎ +91(80)3307 1000

✉ +91(80)3307 2000



Don't forget to follow HARMAN on Social media **#harmanconnectsme**

22-Feb-2022

Sub: Offer of Employment

Dear Vivek Sharma,

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd, Bangalore.**

We are delighted in offering you an employment opportunity as **Associate Engineer** with **Harman Connected Services Corporation India Pvt. Ltd, Bangalore.**

Further, "**Company**" for all purposes in this document shall mean **Harman Connected Services Corporation India Pvt. Ltd, Bangalore** and or its Affiliates, where the context may so require.

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **500,000/-** per annum. The breakup of the compensation and benefits applicable to you is as per annexure 2.
- You will receive a one-time Joining Bonus of **Rs. 50,000/-** paid out in 2 equal instalments. The first instalment of **Rs. 25,000/-** is to be paid along with salary payable for your sixth month, and the second instalment of **Rs. 25,000/-** is to be paid along with salary payable for your twelfth month.
- Your Date of Joining will be **1 April 2022.**
- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- Your initial place of posting will be in **Harman Connected Services- Bangalore Campus.**
- You will report to the **Business Unit / Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- Your employment 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. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non-compete obligations or other restrictive clauses of any nature whatsoever with any previous employer/s.)
- This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before **October 1, 2022.** Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.

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CIN: U72200KA2002PTC030427. Web site: www.harman.com



- Company has different Business Units and you may be transferred within or across Business Units based on the requirement of Company. Please note you may also be transferred to any location and may be required to work in different shift timing as per the business requirements.
- Your designation may be changed depending on the work assigned to you at the discretion of the Company.
- You will be entitled for an aggregate of 27 days of leave in accordance with the Company's policy as applicable from time to time.
- During the course of your employment, to enable you to discharge your duties efficiently, Company may invest in you by providing you specialized and/or certified job-related training. If you choose to separate from the Company after undergoing the training (for a minimum period as may be communicated prior to such training), Company has the right to recover any and all expenses expended on your training including and not limited to associated expenses thereof.
- You may be required to travel on Company work and you will be reimbursed expenses as per the then prevalent Company policy on travel and expenses.
- You will not undertake business of similar nature with any other Company during the period of your employment with this Company.
- The notice period applicable for separating from the Company's services is 90 days. You will find more details on the separation procedure/ process on the HR Policy section of the Intranet.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- If you are absent for a continuous period of 5 working days without obtaining your manager's approval, Company may construe this as an act of abandonment and will proceed to follow the process as defined under the policy concerned.
- You will retire in the normal course from the services of the Company at the end of the month in which you attain the age of superannuation, which is 60 years.
- You shall not at any time, disclose to anyone any information, know-how, knowledge, secrets, methods, plans, drawings, designs, etc. of the Company. Also, you shall not take any technical documents or information or copies thereof belonging to the Company outside the office unless specifically entrusted to you in writing.
- If, during the course of your employment with the Company, you are provided with any Company assets, you shall maintain the same in good working condition and you shall return the items to this Company prior to you separating from the services of the Company. Any dues to be paid to you on your ceasing to be in the employment is liable to be withheld by the Company if the said items so provided by the Company are not returned to the Company, apart from the Company's right to proceed against you as per the provisions of law.
- You shall surrender all the records, correspondence and such of the papers connected with the business in the eventuality of your ceasing to be in the employment of this Company.
- During your employment with the Company, you shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.
- You will abide by the Employee Service Conditions enumerated in Annexure 1. Any and all of the terms and conditions of service may be modified or changed at any time by the Company at its discretion.
- The benefits as outlined in Annexure 2, 3 & 4 are subject to change at the Company's discretion.

We are excited to have you join us and welcome you to the Harman family.


Kindly confirm your acceptance of the above offer.

Please also submit a duplicate copy of this letter duly signed at the time of joining. On the day of joining, you are requested to be present at 8:30 a.m. for your on-boarding formalities at Plot No.3 & 3A, EOIZ Industrial Area, Sy.No.85 and 86, Sadaramangala Village, Krishnarajapuram Hobli, Bangalore South Taluk, Bangalore District-560066.

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Harman Connected Services Corporation India Pvt. Ltd. Formerly Symphony Teleca Corporation India Pvt. Ltd.

CIN: U72200KA2962PTC031427. Web site: www.harman.com


Principal
Dronacharya College of Engg.
Farrokh Nader - 122506



You are required to submit to us the following at the time of your joining:

- Photocopies of your 10th and highest educational qualifications (including all marks sheet)
- 3 passport size photographs with dark grey background (Sample enclosed).
- Relieving letter from previous employer, if applicable
- Recent Salary statement, if applicable
- Documents indicating employee number of last two employers, if applicable
- Photocopy of Passport (indicating Passport number, validity, address and age)
- Proof of age and address if different from those mentioned in Passport or not having Passport
- Photocopy of PAN card, (Any other Identity card if PAN not allotted)
- Income Tax computation sheet and Form 12B of previous employer/s in the current financial year (if applicable)
- Company Personal Data form

We are excited to have you join us quickly and welcome you to the Harman family.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter within 1 week of the date of offer release.

For Harman Connected Services Corporation India Pvt. Ltd.

Athikhur Rahman
Senior Manager - Talent Acquisition

Enclosed Annexures:

1. Employee Service Conditions
2. A note on your Total Rewards

I have read, understood and accepted the above. I understand that the terms and conditions are pre-conditions to my being offered employment with the Company. I am under no obligation or duress to accept these terms and conditions of employment. I accept them of my own free choice and will.

Signature: _____

Name: _____

Date: _____

Expected date of joining: _____


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

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Harman Connected Services Corporation India Pvt. Ltd, Formerly Symphony Teleca Corporation India Pvt. Ltd.
CIN: U72200KA2002PTC030427. Web site: www.harman.com



Annexure 2: Compensation Break-Up Detail

Name:	Mr. Vivek Sharma
Designation:	Associate Engineer
Grade:	9A
Gross Salary	500,000
Base Salary	500,000

Components	Annual (in Rs.)	Monthly (in Rs.)
Basic	200,000	16,667
House Rent Allowance	80,000	6,667
Statutory Bonus	7,000	583
Flexible Benefit Package*	179,380	14,948
Fixed Salary – (A)	466,380	38,865
PF - Employer's contribution	24,000	2,000
Gratuity	9,620	802
Statutory Benefits – (B)	33,620	2,802
Base Compensation	500,000	41,667
Gross Salary – (A+B)	500,000	

Pre-tax Take Home

Monthly Fixed Salary	38,865
Professional Tax	200
Provident fund - Employee's contribution	2,000
Monthly Take home - Pretax	36,665

Note:


- Taxes are applicable as per statutory rules.
- Flexible Benefit Package is payable towards salary components explained in the Total Rewards annexure as per the Company policy. The value of such benefits shall not exceed the amount mentioned above under FBP.
- Details of the other benefits are mentioned in the Annexure 3 "Note on Total Rewards".

For Harman Connected Services Corporation India Pvt. Ltd

Athikhur Rahman
Senior Manager - Talent Acquisition

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Harman Connected Services Corporation India Pvt. Ltd. Formerly Symphony Teleca Corporation India Pvt. Ltd.
CIN: U72200KA2002PTC030417. Web site: www.harman.com


Principal
Dronacharya College of Engg
Farrukh Nagar - 123506



Mar 16, 2022

Sahil Sandhu

RZH - 623 Street- 16 Raj Nagar Part 2 Palam Colony
New Delhi- 110077
Delhi

Sub: Offer of Employment

Dear Sahil,

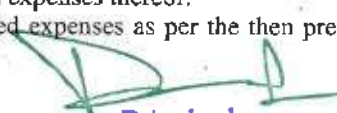
Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd, Bangalore.**

We are delighted in offering you an employment opportunity as **Associate Engineer I, SW** with Harman Connected Services Corporation India Pvt. Ltd, Bangalore

Further, "Company" for all purposes in this document shall mean Harman Connected Services Corporation India Pvt. Ltd, Bangalore and or its Affiliates, where the context may so require.

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **INR 500000/-** per annum.
- You will also receive a one time Joining bonus of **INR 50000/-**. The first instalment of Rs. 25000 is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 25000 is to be paid along with salary payable for your twelfth month. If you leave the services of the Company within 1 year of joining the Company, this amount will be recovered from you.
- Your initial place of posting will be in **Harman Connected Services - Bangalore Campus**
- You will report to the **Business Unit/Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before October 31, 2022. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
- Your employment 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. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non-compete obligations or other restrictive clauses of any nature whatsoever with any previous employer(s)
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.
- Company has different Business Units and you may be transferred within or across Business Units based on the requirement of Company. Please note you may also be transferred to any location and may be required to work in different shift timing as per the business requirements.
- Your designation may be changed depending on the work assigned to you at the discretion of the Company.
- You will be entitled for an aggregate of 21 days of Privilege/Earned leave in accordance with the Company's policy as applicable from time to time. For all other leave types, you can refer to HR Policy section in the Company Intranet.
- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- During the course of your employment, to enable you to discharge your duties efficiently, Company may invest in you by providing you specialized and/or certified job-related training. If you choose to separate from the Company after undergoing the training (for a minimum period as may be communicated prior to such training), Company has the right to recover any and all expenses expended on your training including and not limited to associated expenses thereof.
- You may be required to travel on Company work and you will be reimbursed expenses as per the then prevalent Company policy on travel and expenses.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



- You will not undertake business of similar nature with any other Company during the period of your employment with this Company.
- The notice period applicable for separating from the Company's services is 90 days. You will find more details on the separation procedure/ process on the HR Policy section of the Intranet.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- If you are absent for a continuous period of 5 working days without obtaining your manager's approval, Company may construe this as an act of abandonment and will proceed to follow the process as defined under the policy concerned.
- You will retire in the normal course from the services of the Company at the end of the month in which you attain the age of superannuation, which is 60 years.
- You shall not at any time, disclose to anyone any information, know-how, knowledge, secrets, methods, plans, drawings, designs, etc. of the Company. Also, you shall not take any technical documents or information or copies thereof belonging to the Company outside the office unless specifically entrusted to you in writing.
- If, during the course of your employment with the Company, you are provided with any Company assets, you shall maintain the same in good working condition and you shall return the items to this Company prior to you separating from the services of the Company. Any dues to be paid to you on your ceasing to be in the employment is liable to be withheld by the Company if the said items so provided by the Company are not returned to the Company, apart from the Company's right to proceed against you as per the provisions of law.
- You shall surrender all the records, correspondence and such of the papers connected with the business in the eventuality of your ceasing to be in the employment of this Company.
- During your employment with the Company, you shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.
- You will abide by the Employee Service Conditions enumerated in Annexure 1. Any and all of the terms and conditions of service may be modified or changed at any time by the Company at its discretion.
- The benefits as outlined in Annexure 2 & 3 are subject to change at the Company's discretion.

We are excited to have you join us and welcome you to the Harman family.

Please also submit a duplicate copy of this letter duly signed at the time of joining. On the day of joining, you are requested to be present at 8:30 a.m. for your on-boarding formalities at Plot No. 3 & 3A, EOIZ, Industrial Area No. 85 & 86, Sadaramangala Village, Krishnarajapuram Hobli Bangalore- 560066 Karnataka

You are required to submit to us the following at the time of your joining:

- Photocopies of your 10th and highest educational qualifications (including all marks sheet)
- 3 passport size photographs with dark grey background(Sample enclosed).
- Relieving letter from previous employer, if applicable
- Recent Salary statement, if applicable
- Documents indicating employee number of last two employers, if applicable
- Photocopy of Passport (indicating Passport number, validity, address and age)
- Proof of age and address if different from those mentioned in Passport or not having Passport
- Photocopy of PAN card, (Any other Identity card if PAN not allotted)
- Income Tax computation sheet and Form 12B of previous employer/s in the current financial year(if applicable)
- Company Personal Data form

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter within 1 week of the date of offer release

For Harman Connected Services Corporation India Pvt. Ltd.

Athikhur Rahman - Senior Manager, Talent Acquisition


Principal
Dronacharya College of Engg.
Farukh Nagar - 122604



Enclosed Annexures:

- 1) Employee Service Conditions**
- 2) Compensation break-up detail**
- 3) A note on your Total Rewards**

I have read, understood and accepted the above. I understand that the terms and conditions are pre-conditions to my being offered employment with the Company. I am under no obligation or duress to accept these terms and conditions of employment. I accept them of my own free choice and will.

Signature: _____

Name: _____

Date: _____

Expected date of joining: _____

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Annexure 2: Compensation Break-Up Detail

Name:	Sahil Sandhu
Designation:	Associate Engineer I, SW
Grade:	9A
Gross Salary:	500,000
Base Salary:	500,000

Components	Monthly (in Rs.)	Annual (in Rs.)
Basic	0	0
House Rent Allowance	0	0
Flexible Benefit Package*	41,667	500,000
Fixed Salary - (A)	41,667	500,000
PF - Employer's contribution	0	0
Gratuity	0	0
Statutory Benefits - (B)	0	0
Base Salary	41,667	500,000
Gross Salary - (A + B)		500,000

Note:

- a) Taxes are applicable as per statutory rules.
- b) Flexible Benefit Package is payable towards salary components explained in the Total Rewards annexure as per the Company policy. The value of such benefits shall not exceed the amount mentioned above under FBP.
- c) Details of the other benefits are mentioned in the Annexure 3 "Note on Total Rewards".

For Harman Connected Services Corporation India Pvt. Ltd

Athikhur Rahman - Senior Manager, Talent Acquisition


 Principal
 Dronacharya College of Engg.
 Farrukh Nagar - 123506

2nd December 2021
Mr. VIPIN KUMAR
Gurgaon, 122503
India

Dear VIPIN KUMAR

We are pleased to inform you that your application for an Internship program has been accepted.

Your internship with **HashedIn Technologies Private Limited** ("Company") will be located in Bengaluru. The Internship program is for a duration of **Six Months** beginning **31st January 2022** to **1st July 2022**.

During this period, you will be paid a monthly stipend of **INR 25000** per month.

This Internship will cease either upon its completion or on **1st July 2022** whichever is earlier. You will maintain confidentiality of the information you would have access to - both during and after the completion of the assignment.

Upon your reporting, you will be informed of your guide and program scope.

This will be followed by a job offer of Software Engineer- I at Band 7 upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of INR 8,10,000/- (Rupees Eight Lakhs Ten Thousand Only). You can refer to the following table for the breakup.

Component	Amount in INR
Fixed CTC	₹ 630000
Performance Variable Bonus Upto	₹ 105000
Total Cost to Company	₹ 810000
Joining Bonus (One Time Payment)	₹ 75000

In case you need further information, please do a "reply all" with your concern and we will get back to you at the earliest.

For **HashedIn Technologies Private Limited**
Best Regards,

Authorized Signatory

Signature

Date



Principal
Dronacharya College of Engg.
Farukh Nagar - 122503

CONFIRMATION PAGE

The undersigned hereby confirms that he has signed and accepted the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Agreement") in consideration of his internship with **Hashedin Technologies Private Limited** subject to the following:

- The Agreement shall be valid from **31st January 2022 to 1st July 2022**
- The conditions relating to Notice Period, Retirement Age and Leaves as mentioned in the Terms of Service shall not apply.
- Any reference to "Employment" in the Agreement shall mean "Internship".
- Any reference to "Employer" in the Agreement shall mean "Company".
- Any reference to myself as an "Employee" in the Agreement shall mean "Intern".
- Any reference to "Employment Agreement" in the Agreement shall mean "Internship Agreement".

Signed and Accepted

Candidate Name

Date: _____



Principal
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Farrekh Nagar - 123506

CONFIDENTIALITY AND WAIVER AGREEMENT

This Confidentiality and Waiver Agreement (the "Agreement") is effective as of **31st January 2022** ("Effective Date") is by and between:

Hashedin Technologies Private Limited having its registered office at Bengaluru (referred to as "Company") **VIPIN KUMAR**, residing at **Gurgaon** (referred to as "Recipient") hereby agree as follows:

1. The Recipient has applied to the Company for an Internship Program with the Company (referred to as "Internship"). The Company has accepted the application of the Recipient for Internship at the Company's premises from **31st January 2022** to **1st July 2022**.
2. The Recipient will comply with all rules, regulations, guidelines, policies and practices of the Company, which may be amended from time to time.
3. In consideration of the Recipient's participation in the Internship, the Recipient, for himself and his heirs, executors, administrators, representatives, assigns and successors in interest (hereinafter collectively "successors") forever waive and release the Company, its affiliates, Deloitte LLP and its subsidiaries, affiliates and related entities, Deloitte Touche Tohmatsu Limited ("DTTL") and any and all DTTL associate and member firms, all their respective, past, present and future parent companies, subsidiaries, officers, directors, employees, members, partners, principals, successors, transferees and assigns (collectively "Released Parties") from any and all claims, causes of action, liabilities, obligations, damages, losses, demands, judgments, costs and expenses, of every kind, nature or form, including, without limitation, attorney's fees, whether in contract, statute, tort (such as negligence) or otherwise, relating to, arising from or in any way, directly or indirectly, connected to, or arising out of the Recipient's participation in or association with the Internship, including any travel to or return from the Internship at the Company's premises.
4. The Company may disclose to the Recipient certain confidential, proprietary or non-public business information and/or trade secrets, which may also include information, materials, and ideas of or about the Company, its affiliates, related entities of Deloitte U.S. Entities, DTTL and its network of member firms or their affiliates, or clients, vendors, licensors or other persons, which materials, information or ideas are not generally known to the public, including, without limitation, discussion, presentation, materials, information or ideas relating to business plans, operations, products, services, methods, procedures, clients or prospective clients, equipment, or systems, whether in written, oral or any other form and also includes personally identifiable information about employees (including name, address, date of birth, photographs, government identifiers like PAN, license etc.) (referred to as the "Confidential Information") from the Effective Date onwards.
5. From the Effective Date onwards, Recipient shall not disclose such Confidential Information and shall hold it in trust for the sole benefit of the Company. Any other details provided to or otherwise made available to the Recipient by the Company or otherwise obtained or learnt by the Recipient are also covered under this Agreement and is to be treated as Confidential Information.
6. From the Effective Date onwards in relation to Confidential Information, Recipient agrees that:
 - I. Recipient shall not disclose the Confidential Information to anyone.
 - II. Recipient shall not copy or reproduce, in whole or in part, any Confidential Information without prior written authorization of the Company; and
 - III. Recipient shall promptly return or, with Company's prior written approval, destroy all Confidential Information and copies thereof.
7. Recipient acknowledges that the Confidential Information has tangible value and contains personal and proprietary information and that the Company will suffer irreparable damage for which money damages will not be a sufficient remedy in the event of a breach of any provision of this Agreement. The Company shall be entitled to specific performance and injunctive relief as remedies for any breach or threatened breach of any provision of this Agreement and such remedies shall not be deemed to

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Farukh Nagar - 121509

be exclusive remedies for such breach or threatened breach by Recipient but shall be in addition to all other remedies available to the Company at law or in equity.

8. Recipient shall indemnify and hold harmless the Company, and their respective partners, principals and employees from and against any and all claims, obligations, losses, injuries, damages, reasonable costs and reasonable expenses (including, without limitation, reasonable attorneys' fees) incurred or suffered by reason of any breach by Recipient of any of the provisions of this Agreement.
9. Waivers and Amendments
- (i) No delay or omission by any party in enforcing its rights or remedies hereunder shall impair such right or remedy or be deemed to be a waiver thereof.
- (ii) No amendment or waiver shall be valid unless in writing and signed by both parties.
10. This Agreement shall be governed by the laws of India.

IN WITNESS WHEREOF, the Company and Recipient have caused this Agreement to be executed by their duly authorized representatives effective as of the date first above written.

Hashedin Technologies Private Limited	VIPIN KUMAR Date: Place: Gurgaon
--	--


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Farrukh Nagar - 123506



Mohit Bhatia <mohitbhatia966@gmail.com>

HCL || Offer Acceptance Form

Sehaj Kapoor <sehaj.kapoor@hcl.com>

4 February 2022 at 20:28

To: Sehaj Kapoor <sehaj.kapoor@hcl.com>

Cc: Poonam Sharma <poonam-sharma@hcl.com>, Sakshi Kumari <sakshi-kumari@hcl.com>

Classification: Public

Dear Candidate,

Greetings from HCL Technologies!

Congratulations on getting selected with HCL Technologies!

Please fill the offer consent form properly. We request you to kindly send the filled offer consent form the Selection Sheet to us at the earliest.

Note: Kindly share Offer Acceptance Form tomorrow by 12 PM. Please reach out to me directly just in case of any typo error.

Please Note:

The Joining with HCL is subject to BGV Clearance, Re-hire Policy(incase applicable) and Eligibility criteria as follows :

1. Minimum 70% throughout in academics (10th, 12th/Diploma & Graduation) & 65% throughout in academics (10th,12th, Graduation & Post Graduation with no Backlogs.
2. Should be B.E/B. Tech

Please acknowledge the email with consent that you will join HCL Technologies.

Thanks & Regards,

Sehaj Kapoor

Campus Hiring Team

HCL Technologies


Principal
Dronacharya College of Engg.
Farrukh Nagar - 129506

2/5/22, 2:43 PM

Gmail - HCL | Offer Acceptance Form

www.hcltech.com

DISCLAIMER:

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2 attachments

 **Selection Sheet.xlsx**
19K

 **Mohit Bhatia-Dronacharya College of Engineering, Gurgaon.pdf**
719K


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Dronacharya College of Engg.
Farrukh Nagar - 123506

Offer Acceptance Form



Affix your passport size photo here

I, Mr. / Ms Mohit Bhatia from Dronacharya College of Engineering, Gurgaon, accept the below offer & role extended to me by HCL Technologies Ltd.

LOB	Role offered	CTC Offered	Band	Sub-band
Infra	Graduate Engineer Trainee	4.75 LPA	E1	E1.1

With this offer acceptance, I also confirm:

- I have/applied for Passport and Pan Card.
- I completely understand that my location is solely based on the business requirement and accept that I have NO location constraints.
- I am okay to work in any shift as requested by the Business post my onboarding.
- Roles and profile offered are based on the business requirement and are subject to change.
- My CGPA is ___ till ___ semester and there are no backlogs.
- I understand and accept that my offer stands revoked if my overall CGPA/Percentage reduces from 70% after final semester results or there are any backlogs at the time of date of joining.
- I have prior experience of 0 months, basis which I am offered 4.75 LPA (per relevant year of exp.)
- I have worked with any of the entity under HCL enterprise and have cleared all my F& F (Yes/No) -
- If my re-hire check is negative, then HCL has all the rights to revoke my offer Agree Disagree
- I understand that my joining at HCL is subject to BGV (Background Verification) Clearance.

I will be able to produce all the below mentioned documents for background verification, else my experience will be reduced/cancelled and will be provided basic compensation.

- Last three-month salary slip (included F&F).
- Offer letter (for relevant year of experience).
- Relieving letter.
- Full and Final Settlement Letter.
- Experience letter.

Signature of the candidate: _____

Name of the candidate: _____

Recruiter's Comments (If any)

Recruiter's Signature: _____

Recruiter's Name and E-code _____


Principal
Dronacharya College of Engg,
Farrukh Nagar - 123600

Admission Dronacharya Group of Institutions

From: Ankur Gandhi <ankurgandhi2720@gmail.com>
Sent: Monday, January 17, 2022 10:40 AM
To: tpo@ggnindia.dronacharya.info
Cc: Ankur Gandhi
Subject: Fwd: Offer Letter | Intern- Technology | Gurgaon - DOJ : 20 January, 2022

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

From: Joinings HR <joinings@healthians.com>
Date: Fri, 14 Jan, 2022, 10:18 pm
Subject: Offer Letter | Intern- Technology | Gurgaon - DOJ : 20 January, 2022
To: <ankurgandhi2720@gmail.com>
Cc: Prachi Khare <prachi.khare@healthians.com>, Abhilash Bisht <abhilash.bisht@healthians.com>

Dear Ankur Gandhi,

With reference to your application and subsequent interview with us, we are pleased to offer you an internship in the Technology Department as **Intern - Technology**. You will be paid a stipend of **Rs. 15,000/-** per month. Your internship will be subjected to review on the completion of Six months from the date of joining.

Your date of joining will be **20 January, 2022**. This offer must be accepted within 1 day from the date of issue, beyond which it would stand withdrawn, unless we agree to a new date in writing.

Please carry the following documents for your joining formalities.

A) Educational Credentials:

1. 10th Certificate
2. 12th Certificate
3. Graduation mark sheet/ degree certificate
4. Highest qualification mark sheet/ degree certificate (if any)

B) Professional Credentials:

1. Resignation acceptance email/ letter from immediate last employer
2. Last 3 salary slips
3. Appointment letter from previous employer.
4. Relieving letter from previous employer.

C) 2 copies of Aadhaar Card


D) PAN Card

E) Cancelled Cheque

F) Driving License

G) 6 Passport-size Photographs

The Company reserves the right to terminate your Contract with immediate effect in the event of any information supplied by you shall be found to be false and fabricated


Dronacharya College of Engg.
Farrukh Nagar - 123508

Kindly also note that this is a conditional offer and that your acceptance of it is with the understanding that the final appointment is contingent upon successful completion of your pre-employment background check and/or general reference check.

We are excited about having you join Healthians and look forward to your valuable contribution in the role assigned to you. We also expect you to partner with us to make Healthians a 'High Performance – High Trust' organization that we are all proud of.

--
Regards,
Team HR
8076202081 / 7428995670



Healthians Hub, Plot No.518, Udyog Vihar, Phase 3, Gurugram – 122016.



Chat with our corona expert **Arina** to INSTANTLY answer all your health doubts about COVID 19. [Click here](#) to start the chat.

7 Years of Making India Healthier, [Watch this special message for you!](#)

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Farrukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Rizwana Razak <RizwanaR@hexaware.com>
Sent: Thursday, November 25, 2021 9:39 AM
To: tpo@ggnindia.dronacharya.info
Cc: Sougata Sen; Avinash Talreja; Veeralaksmi Nellainayagam
Subject: Hexaware Technologies || GET Selects 2022 Batch || Dronacharya Group of Institutions
Attachments: image003.jpg; image005.png; image006.png; image007.png; image008.png; image009.png; image010.png; image011.png; image012.png; image002.png
Importance: High

Dear Team,

Greetings from Hexaware Technologies!

Congratulations! We are delighted to inform you that below students from your institute have been selected in our **GET - Virtual campus recruitment process – 2022.**

FirstName	MailID	University/ CollegeRegistrationID	U.G.Degree (B.E/B.Tech)	U.G.Degree Stream	
Preeti Trivedi	preetitrivedi2302@gmail.com	21081	B.Tech	CSE	Institutions
Radhika Rana Rana	radhika9667002202@gmail.com	21085	B.Tech	CSE	Institutions
Rashi Saini	rashisaini224@gmail.com	1823011036	B.Tech (Hons.)	CSE	Institutions
Vikrant Singh	vikrant.13549@gnindia.dronacharya.info	1823011045	B.Tech	CSE	Institutions
Deepak Kumar	dk56099@gmail.com	13033	B.Tech	CSE	Institutions

CTC Offered	4,00,000 Per annum
Designation	Graduate Engineer Trainee (GET)

Please treat this as a confirmation of the selection, subject to the candidates strictly meeting the requisite eligibility criteria mentioned during registration for Hexaware Technologies – GET Virtual Campus recruitment process.

Further details on their Letter of Intent will be shared subsequently.

PS: Candidates who are meeting the eligibility for upgrading their offers to the role of **Premier Graduate Engineer Trainee - PGET (CTC - 6 LPA)** will be contacted and upon their interest, they will be subject to further selection process for **PGET (Coding round + Additional Tech / MC Interviews).**

Please note that if the candidate who chooses to appear for Upgradation to PGET fails to clear the same, he/she will continue to hold the GET offer

Warm Regards,

Rizwana Razak
Management Trainee
Campus Recruitment
Email : RizwanaR@hexaware.com


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Unbox Your Potential



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Please notify the sender immediately and destroy all copies of this message along with all attachments thereto.

Principal
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Farukh Nagar - 123506



Simran Gupta 27 Sep 2022

to nv952847@gmail.com, harshitkaushik... ▾



Dear All,

Greetings,

We welcome you to Honda Family!

Please find below the information required for your joining :

1. Kindly be on time. You have to report at Honda Cars India Ltd. (HCIL), Greater Noida by or before 8.30 am on 3rd October 2022.

Location : Welcome Hall, 1st Floor

2. Dress code: Western Formals/Indian Formals.
3. Please bring the copy of the following documents:
 - Education Documents (Marksheets & Degree) - 10th Onwards
 - Pan Card

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Farukh Nagar - 122006

HONDA

Honda Cars India Limited

Registered Office & Works :

Plot No. A-1, Sector 40/41, Surajpur-Kasna Road,
Greater Noida, Industrial Development Area,
Distt. Gautam Budha Nagar (U. P.) Pin-201306
Website : www.hondacarindia.com

05-Sept-2022

Mr. Pulkit Kataria,
House no. 591,
Street no. 9,
Aggarsain colony
Sirsa, Haryana
125055

Dear Mr. Kataria,

Sub: Letter of Intent

This has reference to your application and the subsequent meetings we had with you. We are pleased to offer you an opportunity in our organisation as per the terms and conditions discussed.

We take this opportunity to welcome you into our "Winning Team" and look forward to a long and mutually beneficial association.

A formal letter of appointment will be issued to you at the time of your joining.

Your appointment in the Company shall be subject to the following conditions:

- Being medically fit
- Positive antecedent and educational verification report

This LOI is subject to verification of your statement that none of your close relatives, as per HCIL definition (Annexure 1), are presently working in HCIL nor are any of the Directors in HCIL related to you.

If you have any further clarification/assistance, please get in touch with the undersigned or Ms. Aastha Nanda (Mob. No. 8447611851).

Kindly sign the copy of the offer as a token of your acceptance and return to us.

We look forward to your joining us on or before 12th September, 2022.

Best Regards,

Yours Sincerely,



(SHINYA MIYAMOTO)
DIRECTOR - GENERAL AFFAIRS



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Farrukh Nagar - 123503

Aastha Nanda

Mr. Pulkit Kataria
GET
HGID - ED-1
HCIL - GNU

Compensation Details Per Month (INR)	
A. Fixed	
Basic	25000
HRA	10000
Attire Allowance	1500
Conveyance Allowance	1600
Education Allowance	200
Special Allowance	922
LTC	1250
PF	3000
Gratuity	1203
Total - A	44675
B. Variable Pay	
Variable Pay	5325
Total - B	5325
Grand Total (A+B)	50000


*This (VP) amount is based on your individual performance as per your KRAs and on the Company performance. The amount will be disbursed on monthly basis & will remain unchanged till the end of confirmation period. Post that it will be applicable as per the Performance Management System.

Other Benefits:

The following additional benefits will be extended as per company policy:

- Canteen Subsidy
- Transport Subsidy (If Applicable)
- Mediclaim
- Personal Accident Insurance
- Company sponsored Health Check-up
- Group Life Insurance Policy

Atk Nanda ✓



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Farrukh Nagar - 123506

DOCUMENTS TO BE SUBMITTED BY ASSOCIATES ON JOINING

1. Original Qualification Certificates (10th onwards) for verification (Will be returned same day)
2. Self attested photocopies of qualification certificates (10th onwards)
3. Photocopy of Relieving Letter from the previous Company
4. Form 16(1) [Pertaining to Tax Deducted at source] or a Year –To-Date salary sheet from the previous employer, giving details of TDS for the current financial year.
5. Four passport size coloured photographs of self .
6. Photocopy of passport / Election ID card / Driving License and Aadhar Card
7. Copy /Proof of PAN Card. In case Pan card not available, apply for the same before joining .

As the Name




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Farrukh Nagar - 123506

READY RECKONER (GET)

Salary & Other Benefits			
Sr.No.	Component	Process	
1	Basic	As per Annexure of Salary Break-up	
2	HRA	As per Annexure of Salary Break-up	
3	Education Allowance	Rs.200/- per month	
4	Conveyance Allowance	Rs.1600/- per month	
5	Attire Maintenance	Rs.1500/- per month	
6	Special Allowance	Balancing Figure	
7	Variable Pay	The amount will be disbursed on monthly basis & is guaranteed till the end of confirmation period. Post that it will be applicable as per the Performance Management System.	
8	Shift Allowance	A & B : Rs.75/- per day C : Rs.110/- per day	
9	PF : Employer's contribution	@ 12% of Basic and the same amount will be deducted for employee's contribution.	
10	Gratuity	@4.81% of Basic (Approx.)	
11	Medical Insurance (For hospitalization)	2 Lacs; for self, spouse, two dependent children & dependent parents can also be included by paying additional premium (Maximum 4 Nos. including self)	
12	Group Personal Accident Insurance	10.50 Lacs (for Self only)	
13	Group Life Insurance Policy (Coverage only for death)	35 Lacs (For Self Only); Annual Premium: Rs. 2850/- * (50 % of the premium will be deducted from the associate's salary on pro-rata basis)	
14	Deductions for Transport facility - Rates effective 01.9.2010 (Reviewed periodically)	Distance (in KMs.)	Amount
		< 20 KMs	Rs.1460/-
		21 - 35 KMs	Rs.1680/-
		36 - 50 KMs	Rs.1930/-
> 50 KMs	Rs.2215/-		
15	Canteen (Meal, tea & snacks are available on subsidized rates; 75% of the total cost borne by co. & remaining 25% by the employee)	Cost to Associate	Remarks
		Meal @ Rs.18.25/-	Coupon booklets can be obtained from concerned division's coordinator which contain 25 coupons of Tea & Snacks each
		Tea @ Rs.2.75/-	
		Snacks @ Rs.4.50/-	
16	Notice Period (Tenure includes Probation period) *Note: The recovery of notice period will be on the Current Salary - Retirals	Tenure in HCIL	Notice Period
		Upto 1 Yr.	1 Month
		1 - 2 Yrs.	2 Months
		2 Yrs. onwards	3 Months
17	Joining Expenses; (Expenses incurred on joining will be recoverable from the associate, if he / she leaves the employment within a	Travel Mode	AC Chair Car/ II Tier AC/ III Tier AC/ AC Dix. Bus
		Goods	1 Truck / Std. Size Rly Wagon (Need to submit 3 Quotations)
		Car	Actuals by Road/ Train
		Boarding & Lodging	Max. upto 14 days
18	Leaves (Per Annum); Associate joins during the calendar year will be given leaves on pro-rata basis	Casual Leave	Max. 7 days
		Sick Leave	Max. 5 days
		Earned Leave	Max. 26 days (will be given in next calendar year)
		General Shift	8.30 am - 6.30 pm
19	Working Hours		

NOTE: Taxes on the above components, if any, will be borne by the candidate.

At the Vanda

✓



**Principal
Dronacharya College of Engg
Farrukh Nagar - 123506**

Annexure 1

With reference to your candidature for employment in Honda Cars India Limited you should not be:

- The relative of any Director or Key Managerial Personnel (KMP) of Honda Cars India Limited nor you should be Director or KMP in any other company. You should not be employed or working as consultant (full time or part time) in any company, partnership or proprietorship concern
- Relative of any employee of Honda Cars India Limited.

Your offer shall be null and void if the above statement is found untrue in any respect. List of Directors & KMP and meaning of relative is stated in the notes below.

Notes

- Directors & KMP of Honda Cars India Limited are:

1. Mr. Takuya Tsumura
2. Mr. Masaaki Morita
3. Mr. Yuichi Murata
4. Mr. Praveen Paranjape
5. Mr. Hidenori Ashikawa
6. Mr. Akira Osaki
7. Mr. Shinya Miyamoto
8. Mr. Santoshi Kato
9. Ms. Alka Marezban Bharucha
10. Mr. Manoj Arora
11. Anjali Yadav

- Relative means

1. Member of Hindu Undivided Family (HUF)
2. Father (including step-father)
3. Spouse
4. Mother (including step-mother)
5. Son (including step-son)
6. Son's wife
7. Daughter
8. Daughter's husband
9. Brother (including step-brother)
10. Sister (including step-sister)

Ashta Narada ✓



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123508



i2V Systems Pvt. Ltd.

Software Technology Parks, 3rd floor, Plot 30, Sector 18, Electronic City, Gurugram-122015, Haryana-India

Date: 27 Oct 2021

CERTIFICATE

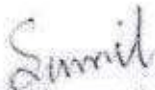
To whomsoever it may concern.

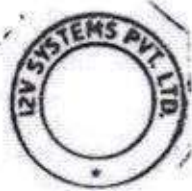
This is to certify that Mr Nitin Yadav , student of Dronacharya College of Engineering has been working full-time with i2V Systems Pvt. Ltd. from 08-05-2021 (8 May 2021) to till date.

Nitin Yadav is involved in the development of the project namely "Command and Control". We found him sincere, hardworking, technically sound and result oriented.

He has been promoted from Trainee Engineer to Software Engineer from 1st August, 2021.

He is working well as a part of team and is required full time in our office.


Sumit Aggarwal
Director
i2V Systems
www.i2vsys.com



Ph: +91 9810056691


Principal
Dronacharya College of Engg
Farukh Nagar - 123505

www.i2vsys.com

i2v Systems

Software Technology Parks of India, Plot no 30, Sector 19, Electronic City Sector 18,
Electronic City GURUGRAM Haryana 122015 India



Payslip for the month of May 2022

Employee Pay Summary

Employee Name Nitin Yadav, 55
Designation Software Engg Trainee
Date of Joining 01/07/2021
Pay Period May 2022
Pay Date 02/06/2022

Employee Net Pay

₹42,367.00

Paid Days : 31 | LOP Days : 0

Earnings	Amount	YTD
Basic	₹18,387.00	₹36,774.00
House Rent Allowance	₹9,194.00	₹18,388.00
Fixed Allowance	₹16,586.00	₹33,172.00
Gross Earnings	₹44,167.00	

Deductions	Amount	YTD
Employee Contribution PF	₹1,800.00	₹3,600.00
Total Deductions	₹1,800.00	

[Total Net Payable ₹42,367.00 (Indian Rupee Forty-Two Thousand Three Hundred Sixty-Seven Only)

**Total Net Payable = Gross Earnings - Total Deductions

-- This is a system generated payslip, hence the signature is not required. --

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



Intelligent Integrated
Video Solutions

i2V Systems Pvt. Ltd.

Corporate Office:
Software Technology Parks,
Plot no 30, 3rd Floor,
Electronic City, Gurgaon, India

Employment Offer Letter

Oct 6, 2021

Dear **Archit Gopal**,

With reference to your test and Interview done with us, we are pleased to offer Appointment to you as "**Software Engineer Trainee**" on the terms and conditions given below:

You will be given initial CTC of **INR 4,11,600.00 (Four lakh Eleven Thousand six hundred) per annum** as per below, starting from the date of joining.

Salary to Employee : INR 3.60 lakh per annum .

Family Health Insurance, Employer PF, Benefits: Minimum INR 51,600 per annum

After 3 months of training your Salary will be revised to **5.0 lakh per annum**

1. Please confirm your exact date of joining within a 2 days time. Working days will be 5 days a week and this is subject to any change that may come into force in future. Working Days and hours may change based on urgency of a project or a demonstration.
2. You will be part of i2v Software Product Engineering team. After short period of training, you will be given projects, modules for software development, programming and/or related activities. Besides these you will also be self responsible for product innovation and new feature development. Your performance will be reviewed after 6 months based on your work. This period may be less based on results produced and company's performance.
3. This appointment offer is made to work in i2v office at **Gurgaon**. Based on current Covid situation you may be required to work from home.
4. **You have to sign a 18 months agreement to work with i2v for minimum 18 months from date of joining.**
5. You will be required to execute Confidentiality Agreement, Terms and Conditions of Employment and such other agreements as may be required by i2V from time to time.
6. The employee/trainee will be required to engage in no full time or part time job or be involved in any way with competitor's or other business activities either directly or indirectly during your employment with the company.

www.i2vsys.com


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123508



Intelligent Integrated
Video Solutions

i2V Systems Pvt. Ltd.

Corporate Office:
Software Technology Parks,
Plot no 30, 3rd Floor,
Electronic City, Gurgaon, India

7. The employee/trainee will adhere to all the **rules and regulations** as per Company Policy.

The employee/trainee will not at any time divulge or make public any information regarding the research, products and administration of i2V Systems Private Limited, whether the same may be confided to you or become known to you, in course of your services or otherwise, except under legal obligations.

8. You have been enrolled on the presumption that the particulars furnished by you are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with i2V shall stand terminated/cancelled without any notice.

9. This enrollment and subsequent project allocation may be terminated by either party giving **60(sixty)** days notice. Whilst i2V reserves the right to release you upon your resignation prior to conclusion of your notice period without paying notice pay for the balance notice period, notice pay in lieu of notice is acceptable only on approval from your Project Leader.

10. You are required to accept this offer letter within 2 days time.

Kindly submit the following document on time of joining.

1. 10th, 12th, Graduation Semester and Post Graduation Certificates and other education qualification certificates.
2. Salary slips(if any) of last 3 months.
3. 2 passport size photographs.
4. Relieving letter from the last company

Welcoming you onboard and wishing you a long and mutually rewarding career with us. Please send us a confirmation for the same with exact date of joining.

Thanks and Regards,

For i2V Systems Pvt. Ltd.

(Sumit Aggarwal)

Founder

Name of the Employee

Signature: _____

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Farrukh Nagar - 123508



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i2V Systems Pvt. Ltd.

Corporate Office:
Software Technology Parks,
Plot no 30, 3rd Floor,
Electronic City, Gurgaon, India

Employment Offer Letter

Oct 6, 2021

Dear **Ayush Gupta**,

With reference to your test and Interview done with us, we are pleased to offer Appointment to you as **"Software Engineer Trainee"** on the terms and conditions given below:

You will be given initial CTC of **INR 4,11,600.00 (Four lakh Eleven Thousand six hundred) per annum** as per below, starting from the date of joining.

Salary to Employee : INR 3.60 lakh per annum .

Family Health Insurance, Employer PF, Benefits: Minimum INR 51,600 per annum

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5. You will be required to execute Confidentiality Agreement, Terms and Conditions of Employment and such other agreements as may be required by i2V from time to time.
6. The employee/trainee will be required to engage in no full time or part time job or be involved in any way with competitor's or other business activities either directly or indirectly during your employment with the company.

www.i2vsys.com


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Farrukh Nagar - 125008



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i2V Systems Pvt. Ltd.

Corporate Office:
Software Technology Parks,
Plot no 30, 3rd Floor,
Electronic City, Gurgaon, India

7. The employee/trainee will adhere to all the **rules and regulations** as per Company Policy.

The employee/trainee will not at any time divulge or make public any information regarding the research, products and administration of i2V Systems Private Limited, whether the same may be confided to you or become known to you, in course of your services or otherwise, except under legal obligations.

8. You have been enrolled on the presumption that the particulars furnished by you are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with i2V shall stand terminated/cancelled without any notice.

9. This enrollment and subsequent project allocation may be terminated by either party giving **60(sixty) days** notice. Whilst i2V reserves the right to release you upon your resignation prior to conclusion of your notice period without paying notice pay for the balance notice period, notice pay in lieu of notice is acceptable only on approval from your Project Leader.

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2. Salary slips(if any) of last 3 months.
3. 2 passport size photographs.
4. Relieving letter from the last company

Welcoming you onboard and wishing you a long and mutually rewarding career with us. Please send us a confirmation for the same with exact date of joining.

Thanks and Regards,

For i2V Systems Pvt. Ltd.

(Sumit Aggarwal)

Founder

Name of the Employee

Signature: _____

Principal

Dronacharya College of Engg.
Farrukh Nagar - 123606



May 27, 2022

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

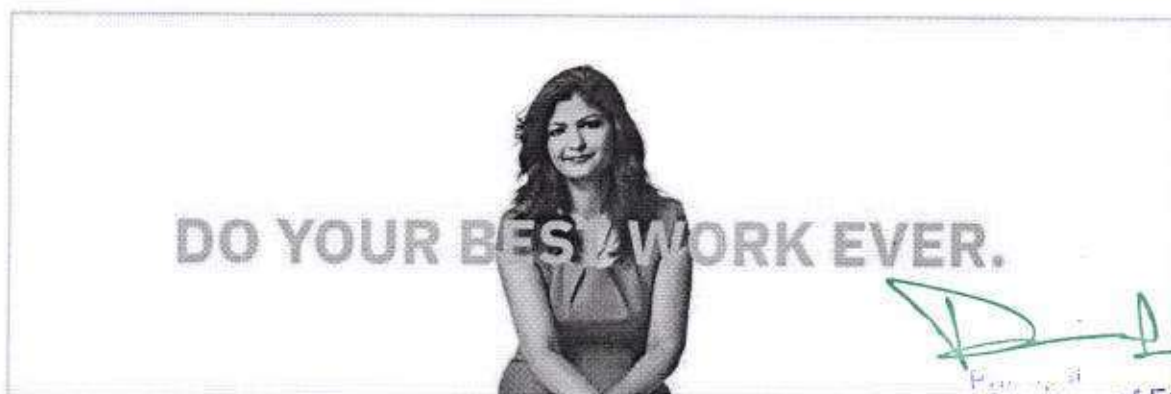
Dear Himanshi Dang

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Application Developer: Salesforce, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.




Dronacharya College of Engg.
Farrukh Nagar - 123506



May 27, 2022

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Himanshi Dang

We are pleased to offer you the position of Application Developer: Salesforce, in band 06G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e July 4, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at PLOT NO.26, BLOCK-A, SECTOR-62, GAUTAM BUDH NAGAR, NOIDA – 201309. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

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- Relieving document from most recent employer - Relieving letter or service certificate or resignation acceptance e-mail with last working day (LWD) confirmation.
- Passport and Pan card- If you do not have a Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving License
 - Aadhaar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry any one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever. Valid Indian Work Permit, if applicable.
- Education documents (for university hires only) - Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- You are required to join work at your onboarding location, where you may be assigned to a specific training stream based on business requirements. You will undergo training at a specified location for a specified duration of time. (Your training location and the duration of training may change due to business requirements). You will be expected to undergo your training in any skill at the discretion of the Company. However, your services are transferable and you may be assigned to any other department, location or office of IBM, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at IBM is conditional 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). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if



you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.

- Your designation may be changed at the discretion of the Company depending on the work assigned to you.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, 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 salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- IBM encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with IBM, you will be required to comply with the following:
 - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
 - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.
 - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
 - You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
 - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
 - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with IBM.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).



- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. 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, confidential and should not be disclosed to any person without IBM's prior written authorization.
- You will, by default, be enrolled in IBM's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com. To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at IBM office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the



name as per Aadhaar is exactly the same as the name given by you to IBM , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.

- A Onetime Premium Component of INR 50000 /- is given to you post joining IBM. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. If you resign, or your employment is terminated, for any reason, within 1 year from your joining date, you agree that you will repay the entire Premium Component to IBM. The Premium Component is subject to appropriate income tax as per law. You may be required to repay to IBM any taxes that were deducted from your premium component and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.
- This offer is contingent upon you being fully COVID-19 vaccinated prior to your start date, and submitting proof of your vaccination status before the start date. During the Onboarding process you will be asked to confirm your vaccination status, and onboarding / start of employment with IBM is contingent on your satisfactorily providing proof of vaccination status. However, if you are unable to be vaccinated due to a valid medical or religious reason, please indicate the same when asked. IBM will consider such requests on a case by case basis subject to submission of required proof satisfactory to IBM, and may either exempt you from vaccination requirements, or may permit you to defer submission of proof of vaccination to an alternate date. IBM's decision in this respect shall be final. The specific procedure for you to submit proof of vaccination status, or requests for exemption, will be separately communicated to you.



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ANNEXURE A

DATE	May 27, 2022		
NAME	Himanshi Dang	BAND	06G
DESIGNATION	Application Developer: Salesforce	LOCATION	Gurgaon
<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>	
1. Annual Basic Salary		306165	
2. Annual Flexible Benefit Plan (FBP)		367399	
3. Annual Reference Salary (ARS)		673564	
4. Retirals			
a) Provident Fund (PF)		36740	
b) Gratuity @ 4.8%		14696	
5. Annual Reference Salary + Retirals		725000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.


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OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

OTHER COMMITMENTS/ CONDITIONS

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The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By - IBM Authorized Signatory
Talent Acquisition Leader ISA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

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Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components are linked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period as per Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) "Flat" Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the IBM Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall not exceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

*For detailed information please refer to Company policies, which are subject to change from time to time.


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Other Benefits- Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:

This is a company paid benefit which provides group term life coverage to all employees of IBM India Pvt. Ltd. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. The coverage is subject to completion of the Insurance Company's prescribed insurance underwriting procedure and awarding of coverage by the insurance company. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:

This is a company paid benefit which provides group personal accident coverage to all employees of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediciam Insurance Policy for Self and nuclear family (spouse and up to 4 children)

By default, you will be enrolled in the Group Mediciam Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 45 days of your joining. If you decide to avail Mediciam insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 45 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 45 days of the child birth) and newly married spouse (within 45 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *

**Subject to enrolling the new dependent within 45 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer

This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit

Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediciam Insurance Policy.

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all IBM India Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and



maximum of 10% of your Flexible Benefit Plan, on IBM Intranet. You can find more details about this program on IBM intranet.

Compensation under Employees Compensation Act

All IBM employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

- a) Incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.
- b) Incase of any injury resulting in Death or permanent total disability.
- c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

Maternity Benefit:

All women IBM employees are entitled for maternity benefits in accordance with the Maternity Benefit Act, 1966 and IBM Maternity Leave Policy as may be amended from time to time. These benefits currently include:

1) Maternity Leave for:

- a) Delivery: Women employees are entitled to up to 26 Weeks of maternity leave with full pay of which not more than 8 weeks shall precede the expected delivery date.
- b) Miscarriage/Medical termination: In case of miscarriage or medical termination of pregnancy, a women employee is entitled to 6 weeks of leave with full pay immediately following the day of miscarriage or medical termination of pregnancy.
- c) Tubectomy: In case of tubectomy operation, a women employee is entitled to 2 weeks of leave with full pay immediately following the day of her tubectomy operation.
- d) Illness: Women employees suffering from illness arising out of pregnancy, delivery, premature birth of child, miscarriage, medical termination of pregnancy or tubectomy operation are entitled to an additional period of 4 weeks leave with full pay.

2) Leave for Adoption/Surrogacy: Women employees are entitled to up to 12 weeks of maternity leave with full pay upon the adoption of a child or in case the employee has used the surrogacy arrangement.

3) Group Medical Insurance Policy covers expenses for pre and post natal consultations, prescribed medications and prescribed investigations incurred up to 60 days after maternity. The expenses covered are up to a maximum of INR 10,000 per maternity event. This benefit is a sub limit of the maternity benefit of INR 50,000 and is reimbursed on production of complete and detailed bill and documents.

4) Women employees returning from Maternity can opt for work from home option if the role or function allows for remote working.



Kindly refer IBM Maternity leave policy and IBM Flexible work option policy in effect from time to time for more details in respect of the above benefits. For additional information including in relation to child care, please get in touch with your Manager or Human Resources Partner.


Principal
Dronacharya College of Engg
Farrukh Nagar - 123506



IBM CONFIDENTIAL

ANNEXURE B – NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # : _____ Date Of Hire : ___ / ___ / ___

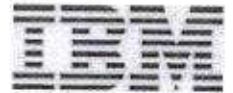
In consideration of my employment or my continued employment by International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), which I acknowledge is employment at will, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my employment, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. If I leave the employ of IBM or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

2. (a) During my employment with IBM and for two years following the termination of my employment from IBM for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM. For purposes of this Paragraph 2(a), "Restricted Area" shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with IBM. Also, for purposes of this Paragraph 2(a), "employee of IBM" shall mean any employee of IBM who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that during my employment with IBM and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the twelve (12) months prior to the termination of my employment with IBM. This paragraph 2(b) does not apply to any IBM employee whose work location as reflected in IBM records is within the state of California.



I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.

4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM does business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or to the safeguarding of information, and (c) IBM's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the IBM Business Conduct Guidelines as amended from time to time.

5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.

If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code.

The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my IBM employment.



I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM Intellectual Property Law Department; and (b) I will, on IBM's request, promptly execute a specific assignment of title to IBM or its designee, and do anything else reasonably necessary to enable IBM or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the IBM Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by IBM. I also agree to promptly notify the IBM Intellectual Property Law Department if, after I leave the employ of IBM, I am contacted by anyone or any entity outside of IBM regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

7. IBM and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

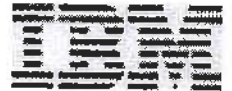
I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

8. I agree that IBM, its services providers and other third parties authorized by IBM will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with IBM and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to IBM, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of IBM assets, background check results, bank account information, and disability or medical information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment,

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Farrukh Nagar - 123506




any personal information about others to which I may have access during my employment at IBM.

IBM provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all IBM policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on IBM's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside IBM, who have access to these tools.

- 9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.
- 10. The term "employment at will," as used in this Agreement, means the employment at the mutual consent of both me and IBM. Accordingly, either IBM or I can terminate the employment relationship at will, at any time, with or without cause or advance notice. However, this clause does not relieve me of my responsibility to serve the notice period in accordance with my terms of employment, in the event of my resignation from the services of IBM.
- 11. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing upon my hire or transfer of employment to IBM. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.
- 12. This Agreement shall be governed by the laws of India. If any provision of this Agreement is unenforceable at law, the remainder shall remain in effect. I recognize that any violation of my obligations described herein would cause IBM to suffer irreparable harm and can result in disciplinary action, including dismissal from IBM, and any other appropriate relief for IBM including money damages, equitable relief and attorneys fees.
- 13. This Agreement shall constitute a part of my terms of employment with IBM, and is executed contemporaneously with my offer of employment/ employment contract with IBM.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

Employee's Full Name	Employee's Signature	Employee Serial No.	Date


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COVID-19: IBM Initiatives for Employees and Communities

As we navigate the COVID-19 pandemic, IBM has taken a series of initiatives to help and support our employees and their family members in this challenging environment. The health and safety of IBMers, partners, and clients is our top priority.

We have put together a comprehensive support plan for our employees and their families to tide through this pandemic.

Employee Well-being and Safety

- **Vaccination for all IBMers:** Vaccination camps will be opened (in line with Government regulations and availability of vaccines) in all major cities with IBMer populations. IBMers and their family members will have the option of getting vaccinated at hospital centers or camps at selected IBM locations. We are working closely with the concerned authorities on this
- **Dedicated 24X7 Medical Helpline with Portea:** IBM has launched a dedicated helpline through Portea Health Care Services - for a variety of services including doctor consultation, medical/home care services, and testing services. This helpline is the first point of contact for support for any medical help.
- **Access to Oxygen Concentrators**
IBM has procured oxygen concentrators to support IBMers and their family members. We have partnered with Portea Health Care Service to deploy these oxygen concentrators across Bangalore, NCR (Delhi, Gurgaon, Noida), Kolkata, Chennai, and Hyderabad.
- **Eldercare Support with Samarth:** IBM has partnered with Samarth, one of India's leading organizations supporting the elderly by creating a COVID care system. Samarth will help the elders deal with the pandemic by providing 24/7 emergency assistance, home care resources, medicines, doctor tele-consultations, food services, oxygen, and requirement for other equipment as needed.
- **COVID Care Center:** We have worked with Apollo Hospital to offer medically supervised "step down" facilities at designated hotels in every major city where IBMers and immediate family members can quarantine in case it's not feasible at home.
- **Emergency Transport for Medical Needs:** We are offering an emergency transport facility 24x7 for medical requirements for both employees and their immediate family members who are COVID-19 positive (for transport to a medical facility) and those who are COVID-19 negative (for procuring medical supplies or attend to impacted family members).
- **Additional Insurance Coverage:** IBM is providing additional insurance coverage for each insured employee and their covered dependents (spouse and children) for up to Rs. 5 Lakhs per member covered.
- **Meal Delivery Service**
We have tied up with HungerBox for the delivery of freshly prepared meals, ensuring the highest levels of hygiene and safety measures. The service is currently available in Bangalore, NCR, Hyderabad, Chennai, Kolkata, Mumbai, Pune, and Vishakhapatnam.

Leverage the Power of Tech for good

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Farukh Nagar - 123506



- **COVID Assist:** We have launched COVID Assist, a Watson Assistant powered AI bot, to channelize the requests around critical resources such as ambulance, oxygen, medicine, hospital beds, in an efficient manner. It will also help you connect with the IBM Squad volunteers on ground.

Mobilizing the collective power of the IBMers

- **IBMer volunteer COVID squads :** We have organized squad groups staffed by IBMer volunteers to take service requests and match them to verified sources of available resources - Hospital Beds, ICUs, Oxygen requirements, ambulances, medicines, and more. With over 2000 volunteers already signed up, this is really making a difference to quickly triage requests and ensure that needs are matched to resources available nationally.
- While we do this, employee health and well-being remain a key priority for us. We have set up several **employee support groups across cities** to provide employees with a platform to discuss issues, challenges, concerns and coping mechanisms such as managing stress, staying active and promoting self-care. Covid Warrior stories to energise teams.
- IBM has partnered with United Way of India to drive an employee giving campaign. Employees can donate financially to the NGO and they in turn are working with several partners at the ground level to provide critical and emergency care for the community.
- IBMers are volunteering to become first responders on Covid-19 helplines through a collaboration with StepOne. StepOne is an NGO having an interface with 18 state governments and is helping to train & deploy volunteers to respond to queries on the government helpline.

Leveraging our voice and influence to rally global support

- IBM is playing a key role in **Global Task Force on Pandemic Response** launched by the US Chamber of Commerce to aid India and other Covid-19 Hot-Spots. This includes Sourcing, shipping and delivering 1,000 ventilators; 25,000 oxygen concentrators and working with local partners to fund emergency hospital beds in communities where our teams live and work.

In addition, we are also closely engaged with the government and government agencies in India to offer our support and we are ready to do more.

Given the dynamic pandemic situation, IBM is constantly revising and updating any initiatives it has put in place to respond to the pandemic, And any of these programs and policies may be changed or withdrawn by IBM at its sole discretion. Please reach out to your HR contact to understand the current measures in place at IBM.


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Farrukh Nagar - 122606



November 11, 2021

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear iti kaushik,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

You may have an opportunity to undergo an IBM Orientation Program specially designed for all college campus hires which will be conducted at your college or external premises. This training is to enable you to acclimatize to the industry and refresh your technical skills. These are voluntary programs, and you may also opt to ensure that your technical skills are up to date, on your own initiative. Should you choose to undergo this program, a separate communication with terms and conditions may be issued to you in this respect.

You may be required to clear additional assessments to the satisfaction of IBM, before a formal offer of employment is issued.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & prescreening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment. The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

if any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

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We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal fixed term employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Signed By - IBM Authorized Signatory
Talent Acquisition Leader ISA

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COVID-19: IBM Initiatives for Employees and Communities

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Admission Dronacharya Group of Institutions

From: Priya Saini <priya@ikminvestor.com>
Sent: Friday, October 1, 2021 3:07 PM
To: rinneysengar121@gmail.com
Cc: 'Sonali Acharya'; 'tpo'
Subject: OFFER LETTER!!

Follow Up Flag: Follow up
Flag Status: Completed

Dear Rinney Senger,

We are pleased to offer you employment with IKM Investors (P) Limited as a Software Developer once you complete your graduation, till then you will work as a full-time intern and will receive compensation of INR 15,000/- PM as stipend. We believe your background and abilities will be an asset to the Company and will offer a mutually beneficial opportunity for both you and the Company.

The Proposed commencement date is October 4th, 2021. As on date, the Position will be on virtual mode (WFH) and reporting to Mr. Raghav Malik.

As a member of our team (with full time job offer), you will receive compensation, including an annual salary of INR 4,50,000/- PA (INR 4,00,000 + INR 50,000 as year completion bonus) which shall include basic salary, gratuity etc. as per Company's rules and then yearly salary review/ increments depends on your performance. There is also an opportunity to earn a discretionary performance-based bonus on top of the year completion bonus at completion of one year.

We are very delighted about having you join the Company in this exciting position and trust that you will find it both challenging and rewarding.

A formal employment agreement will be shared with you in the next few days. If you have any query, please contact at 9810439570 (Sonali Acharya)

Warm Regards,
Priya – Sr. HR Executive
IKM Investors Pvt Ltd
M: 9899093719 / 9354006763


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have a job offer Inbox



Infosys Freshers Recr... 11:51 am
to Infosys ▾



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role. The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition
Infosys


Dr. Neelam
Director, Campus of Engg
Fazlunagar - Mysore

August 19, 2022

HRD/3T/1002891296/22-23

Mr. Parveen Kumar
Rz-118C Gangotri Enclave,
Gopal Nagar, Najafgarh
New delhi-43-110043
India

Ph: +91-8076071157

Dear Parveen,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo
richard_lobo@infosys.com, Validity Unknown
Digitally signed by Richard Lobo
Date: 2022.08.18 18:25:54 IST
Reason: Digitally Signed
Location: Bangalore


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Farrukh Nagar - 123508

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

August 19, 2022

HRD/1002891296/22-23

Mr. Parveen Kumar
Rz-118C Gangotri Enclave,
Gopal Nagar, Najafgarh
New delhi-43-110043
India

Ph: +91-8076071157

Dear Parveen,

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

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment ("Offer Letter" hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.

"Company" refers to Infosys Limited.

"Control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"Training" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **03-Oct-2022**.

Location

Your location for employment is **MYSORE, India**.

You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

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



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Farrukh Nagar - 123506

Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.


You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company's pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agrees that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:


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Farrukh Nagar - 123506

- a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;
- b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.
- c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

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

Probation and Confirmation

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

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

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


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

Increments and Promotions

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

Transfer

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


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Compensation and Benefits

Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months will be **INR 30,000** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

Performance- linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I and Annexure - II of this letter. The mode of payment for Financial Year 2021 - 22 will be as follows:

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

Basket of Allowances (BOA)

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

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


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National Pension Scheme

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

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

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

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

Passport & Driving License

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

Notice Period

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

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


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Background Checks

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

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

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

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

Other Terms and Conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2021-22. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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


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

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

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

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

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

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


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

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


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ANNEXURE - I
(Compensation during the first six months from the Date of Joining)

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


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ANNEXURE - II
(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Parveen Kumar			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY	15,000			
BASKET OF ALLOWANCES	4,478			
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850			
MONTHLY GROSS SALARY	22,328			
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150			
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary	1,800			
GRATUITY - 4.81% of Basic Salary*	722			
FIXED GROSS SALARY (1+2+3)	25,000			
4. INCENTIVE COMPONENTS				
	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%	
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000	
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000			
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

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Farrukh Nagar - 123506

From: Infosys Freshers Recruitment Talent.Acquisition@infosys.com
Subject: Infosys Campus Recruitment Program: Congratulations, you have a job offer

Date: 17-Jun-2022 at 9:05:36 PM

To: Infosys Freshers Recruitment Talent.Acquisition@infosys.com



Hello!

Thank you for participating in the Infosys Campus Recruitment Program

Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role. The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition
Infosys

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Admission Dronacharya Group of Institutions

From: CAMPUS NCR - NextGen Ventures <campus.ncr@nextgenventures.in>
Sent: Wednesday, December 8, 2021 2:29 PM
To: info@dronacharya.info; tpo@gnindia.dronacharya.info;
tpo@ggnindia.dronacharya.info
Cc: Indranath Mitra - NextGen Ventures
Subject: NextGen Ventures - Campus Recruitment Result (List 01) - Infracsoft Technologies Limited - Engg/2022 Batch - NCR - DCE

Follow Up Flag: Follow up
Flag Status: Completed

NextGen Ventures

CAMPUS RECRUITMENT RESULT (LIST 01)
B.E./B.Tech (CSE,IT) | 2022 Passing out Batch

Dear Sir/Madam,
Greeting From NEXTGEN VENTURES !!

With respect to the "Joint Campus Drive " by & for "Infracsoft Technologies Ltd" for the 2022 passing out batch B.E. / B.Tech (CSE,IT) | candidates from few selected colleges in your region. Please find the list of Selected candidates given below.

List of candidates:

SL NO	CANDIDATE NAME	GENDER	COURSE	STREAM	INSTITUTE NAME	EMAIL ID	CONTACT NO
1	PRACHI SINGH	FEMALE	B.E./B..TECH	IT	RKGIT	singh.prachi.805@gmail.com	9455522877
2	RIYA PAL	FEMALE	B.E./B..TECH	CSE	IPEC	riyapal1011@gmail.com	9891464747
3	SAURAV PANT	MALE	B.E./B..TECH	CSE	IPEC	pant.saurav212@gmail.com	8178053956
4	POORTI SHARMA	FEMALE	B.E./B..TECH	CSE	DCE	poortisharma16@gmail.com	7503661188

Note:

- Candidates are hereby informed to send their joining confirmation at campus.ncr@nextgenventures.in within 9th December, 2021 - 11:00 AM.

DISCLAIMER : NEXTGEN VENTURES

- NEXTGEN VENTURES does not commit or guarantee any job to any candidate of the institute while performing its responsibilities within the scope of the work in this initiative.
- The Final recruitment will be carried out through by the corporate depending / matching with their satisfaction & expectation with the candidate.
- NEXTGEN VENTURES (at any stage) in no way will influence/interfere or play any role in the recruitment / selection process of the corporate/employer.
- NEXTGEN VENTURES does not commit any vacancy in any form from any particular company or organization under this initiative.

- The selected candidates will not have to pay any fees or amount to any party concerned in this recruitment drive.
- If a candidate is offered from this recruitment drive under this initiative (also when the candidate accepts the offer), the candidate will not be entitled to appear for any other recruitment process as organized by NEXTGEN VENTURES in terms of PLACEMENT (CAMPUS) SUPPORT INITIATIVE.
- NEXTGEN VENTURES will not be responsible for any change made by the recruiting organization in terms of recruitment offer or joining status at a later stage.

If you need any further explanation please let us know.

Looking forward for your earliest confirmation, active support & cooperation.

Regards,

Biplab Dutta

Campus Services & Solutions Team

NextGen Recruitment Ventures Limited

CORPORATE OFFICE (Kolkata):

Module No. 332, 2nd Floor, SDF Building, Block EP & GP, Sector-V,

Salt Lake Electronics Complex, Kolkata, West Bengal. Pin: 700 091, India

LIAISON OFFICE: New Delhi, Jaipur, Bhubaneswar, Guwahati, Indore, Visakhapatnam & Mangalore.

www.nextgenventures.in | Connect to us at **FACEBOOK & LINKEDIN**

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Personal & Confidential

Sanjeev Soni,

Date: 18-Jan-2022

Address: 257/22, gali no 6e near Hanuman Mandir, Gandhi Nagar, Gurgaon , Haryana- 122001

Dear Sanjeev,

Intent Letter for the Position of Associate Software Engineer

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Associate Software Engineer** with (the "**Innostax Software Labs Pvt. Ltd**") posted at Gurgaon or at a location as may be specified by the company in future, subject to terms & conditions and including all company policies.

Compensation

Your gross salary would be **INR 15,000** per month for the initial six months. On the successful completion of your probation period your salary shall be raised to **INR 4,00,000 PA (Four Lakh PA only)**.

Non-disclosure Agreement

As per the company policy, you are required to sign a standard Non-disclosure agreement at the time of Joining, to protect Company classified/proprietary information.

Probation

You will be on probation for a period of Six months from the date of joining or as recommended by your reporting manager. On satisfactory completion of the probation period, you will be confirmed for regular employment with the company.

However, while on probation or confirmed, employment may be terminated with 02 months of Notice Period.

Important

The compensation information is company confidential. We request you to use discretion in handling your compensation related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any unauthorized disclosure of compensation information will amount to violation of the confidentiality and ethics policy.

We would like you to join on **(24th Jan 2022)**. Please sign the copy of this letter as a token of your acceptance of the terms and conditions stated herein.

With best wishes,
Yours sincerely

Authorized Signatory
For Company

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Ref No:- OFFL/2223/12

Dated:- 30/6/2022

To

Mr Mihir Malhotra

House No. 394,

Second Floor, Sector 9,

Gurugram

Subject: Offer Letter

Dear Mr Mihir

Subsequent to your discussions with us, we are pleased to make the following offer for employment with us, as per the terms and conditions explained and mutually agreed. You will be appointed as "Application Engineer" in our organization and are required to join on or before 18/7/2022 at our Gurgaon office. You will be offered an annual gross compensation (CTC) of 258180/- as per the breakup given below. Details of your employment terms and company policies will be provided to you upon joining.

SALARY STRUCTURE	Monthly (INR)
Basic (minimum wages)	10100
House Rent Allowance (50% of Basic)	5050
LTA	2020
Children Education Allowance	225
Special Allowance	2830
Gross Salary (A)	20225
Less:	
Employee Share to Labour Welfare Fund (LWF) (0.2% of Gross salary maximum to Rs 25pm)	25
Employee Share to Provident Fund (PF) (12% of Basic)	0
Employee Share to Employee's State Insurance corporation (ESIC) (0.75% of Gross salary)	152
In-hand Salary	20048
Add:	
Employer Share to Labour Welfare Fund (LWF) (B) (Double of employee contribution)	50
Employer Share to Provident Fund (PF) (C) (12% of Basic)	0
Employer Share to Employee's State Insurance corporation (ESIC) (D) (3.25% of Gross salary)	657
PF admin cost (1% of PF Basic) (E)	0
Statutory Bonus (7000 per annum) (F)	583
Total Cost to the Company per month (A+B+C+D+E+F)	21515
Annual Performance Incentive upto	0
Total Annual CTC	258180

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Email: info@innovate-labs.com

On the day of joining you are required to submit the following documents

- 1. PAN card copy**
- 2. Proof of current address lease document, electricity bill, phone bill)**
- 3. Proof of permanent address (Aadhaar card, passport copy)**
- 4. Passport size photo soft copy**
- 5. Relieving Letter and experience certificate from your previous employer (if applicable)**

You will be on probation for a period of 6 months from the date of joining and you will be offered permanent employment based on your performance during the probation period.

Please sign duplicate copy of this letter as a token of your acceptance of the above terms.

Hearty congratulations and we take great pleasure to welcome you to "Team Innovate"

Yours truly,
For Innovate Labs Pvt Ltd.



Authorized Signatory

Accepted

Signature

By:- Mr Mihir Malhotra

Date:-



Principal
Dronacharya College of Engg
Farrukh Nagar - 123506

Mob. :9717766011

BALAJI CREDENTIALS

Plot No-362/1, Kapashera, New Delhi-110037

Ref. No.....

Date.....

REF NO: BALAJI/ENGINEERING/03/22/560
27/03/2022

Name- Nitin
S/O- Rajesh Kumar
A-47, Harsukh Block, Prem Nagar 1st Nangloi Delhi-110086
Subject: Appointment for post of Engineering-Trainee

Dear Mr. Nitin,
We are pleased to offer you, the position of Engineering-Trainee with Balaji Credentials. On the following terms and condition:

1. Commencement of employment

Your employment will be effective, as 28/03/2022.

2. Job title

Your job title will be Engineering- Trainee.

3. Salary

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

4. Place of posting

You will be posted at Interface Microsystems, Plot No-341-42, Ph-II, Udyog Vihar, Gurgaon (Haryana), you may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are Monday to Saturday for 8Hrs. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.

6. Leave/Holidays

You are entitled to casual leave of 12 days/calendar year.

7. Nature of duties

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

8. 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.


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09. Termination

09.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 1 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

09.2 You may terminate your employment with the Company, without any cause, by giving no less than 1 month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

09.3 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.

09.4 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.

10. Confidential Information.

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.

11. Notice

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

12. Applicability of Company Policy

The Company shall be entitled to make policy declaration 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.

13. 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,

For
Balaji Credentials

For BALAJI CREDENTIALS

Proprietor

Authorized signatory/Proprietor

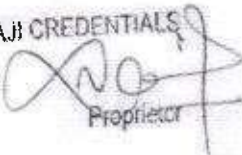

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Schedule I --- Salary particulars.

SALARY PARTICULARS		
PARTICULARS	RATE	AMT IN RS.
BASIC		12512
HRA		4139
OTHER		0
TOTAL GROSS SALARY		16651
EMPLOYEE CONTRIBUTIONS		
PF	12%	1501
ESIC	0.75%	125
LWF MAX 25 RS	0.20%	25
TOTAL EMPLOYEE CONTRIBUTIONS		1651
IN HAND SALARY (TOTAL GROSS-CONTRIBUTION)		15000

Yours Sincerely,

For
Balaji Credentials

For BALAJI CREDENTIALS

Proprietor

Authorized signatory/Proprietor


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Sucheta Dey <suchetadey1410@gmail.com>
Sent: Saturday, February 26, 2022 5:37 PM
To: TPO
Subject: Fwd: Joining Confirmation

Follow Up Flag: Follow up
Flag Status: Completed

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

From: hr@jmenvironet.org . <hr@jmenvironet.org>
Date: Sat, Feb 26, 2022, 3:07 PM
Subject: Re: Joining Confirmation
To: Sucheta Dey <suchetadey1410@gmail.com>
Cc: Vinay Khandelwal <vinay@jmenvironet.org>, Aishwarya Mukhopadhyay <aishwarya@jmenvironet.org>

Dear Ms. Sucheta,

Greetings from JM Group!!

With reference to your interview, we would like to congratulate you on being selected for the post of **Environment Trainee** with JM based in **Gurgaon Location** (Address: JM EnviroNet Pvt. Ltd., Emaar Digital Greens, Tower-B, Unit No.1517, Golf Course Ext. Road, Sector-61, Gurugram 122011 Haryana). Your date of joining will be **01.03.2022**.

We had already discussed the expectations and requirements at the time of your interview, however, for any further clarification, you may contact the undersigned.

NOTE- You are required to bring the following documents on the day of your joining: -

1. Updated resume
2. 2Nos. PP size photographs
3. Copy of address proof (driving license, voter id, adhaar card, etc.)
4. Copy of PAN card
5. Educational certificates (Xth, XIIth, Graduation and Post Graduation, etc.)
6. Previous jobs' relieving and experience letters, last 3 months' salary slips(if applicable)
7. Bank Details (Photocopy of Passbook & IFSC Code)

Note:- Please contact Ms. Aishwarya Mukhopadhyay Mob No- 7980381525 on the date of joining.

Thanks & Regards
Pooja Jain
Assistant Manager-HR


Principal
Dronacharya College of Engg.
Farukh Nagar - 123508

On Sat, Feb 26, 2022 at 12:20 PM Sucheta Dey <suchetadey1410@gmail.com> wrote:

Good Morning Ma'am,

I am very glad to know that you consider me capable to serve your esteemed organization J.M. Environet Private Limited. I am motivated to use my skill set for your company and join from March 1st, 2022, i.e. Tuesday.

Warm Regards

Sucheta Dey

Thanks & Regards,
Pooja Jain
For
J.M.EnviroNet Pvt.Ltd.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: hr@jmenviromet.org . <hr@jmenviromet.org>
Sent: Monday, June 20, 2022 6:07 PM
To: Aman Sagar; TPO
Cc: Dinesh Yadav; Aishwarya Mukhopadhyay
Subject: Re: Confirmation for joining company

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Mr. Aman Sagar,

Greetings from JM Group!!

With reference to your interview, we would like to congratulate you on being selected for the post of **Environment Trainee** with JM based in **Gurugram** location (Address: J.M. EnviroNet Pvt. Ltd., Unit No.1517, Tower -B, Emaar Digital Greens, Golf Course Ext. Road, Sector-61, Gurugram-122011 (Haryana)). You will be remunerated an amount of **INR 20,000/ (Rupees Twenty Thousand Only/-)** per month.

We have already discussed the profile as a full-time employee and other requirements at the time of interview (learning during training period to handle projects independently, bond, NDA, site visits with team, probation period etc.), however, for any further clarification or concerns, you may contact the undersigned Mrs. Pooja Jain Assistant Manager-HR@9929309427.


If you are interested in the job, kindly revert to the email stating your consent to join us and your date of physically joining in our office will be 4th July, 2022.

NOTE- You are required to bring the following documents on the day of your joining: -

1. Updated resume
2. 2 Nos. PP size photographs
3. Copy of address proof (driving license, voter id, adhaar card, etc.)
4. Copy of PAN card
5. Educational certificates (Xth, XIIth, Graduation and Post-Graduation, etc.)
6. Previous jobs' relieving and experience letters, last 3 months' salary slips
7. Bank Details (Photocopy of Passbook & IFSC Code)

We believe you will take this as an opportunity and prove to be an asset for the organisation with your performance.

Thanks & Regards,
For J.M. EnviroNet Pvt. Ltd.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Pooja Jain
Assistant Manager - HR
9929309427

On Thu, Jun 16, 2022 at 8:06 PM Aman Sagar <amansgr07@gmail.com> wrote:

First of all thanks a lot for giving me this opportunity.

I accept the opportunity and will give my best.

I request you to share joining letter.

Aman Sagar
(8800616217)
DCE

--
Thanks & Regards,
Pooja Jain
For
J.M.EnviroNet Pvt.Ltd.


Principal
Dronacharya College of Engg
Farrukh Nagar - 123505

Admission Dronacharya Group of Institutions

From: info@dronacharya.info
Sent: Tuesday, September 7, 2021 10:04 AM
To: tpo@ggnindia.dronacharya.info
Subject: OFFER LETTER FROM KR TECH MASTERS
Attachments: Bhawani Singh offer letter.docx; Deepanshu Yadav offer letter.docx; Harjot Singh offer letter.docx; Himanshu Saini offer letter.docx; Himanshu Sharma offer letter.docx; Kavita Aswal offer letter.docx; Neha Sharma offer letter.docx; Supriya Sharma offer letter.docx; Swarna Singh offer letter.docx; Vishal kumar offer letter.docx

Find the LOI from KR TECH Masters.

list of selected students. Selected students will be join from 05-01-2022.

- 1-Deepanshu Yadav
- 2-Neha Sharma
- 3-Swarna Singh
- 4-Kavita Aswal
- 5-Supriya Sharma
- 6-Harjot Singh
- 7-Bhawani Singh
- 8-Vishal Kumar
- 9-Himanshu Saini
- 10-Himanshu Sharma


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Pritha Rudra <pritha.rudra@kelltontech.com>
Sent: Monday, December 13, 2021 3:39 PM
To: tpo@ggnindia.dronacharya.info
Cc: K Srinivas Subramanyam; KelltonTech Placements; Kellton Onboarding
Subject: Final selected candidates Guru Dronacharya || Kellton Tech

Follow Up Flag: Follow up
Flag Status: Completed

Dear Team,

It gives me immense pleasure to announce that the following candidates have been selected for final offers from Kellton Tech:

S.NO	College	BRANCH	NAME OF THE STUDENT	CONTACT NO	EMAIL ID	GENDER	SSC	INTER	CGPA	B.TE
1	Gurudronacharya	CSE	Sakshi Kataria	9354477544	sakshi.21108@ggnindia.dronacharya.info	Female	72	65	NA	80
2	Gurudronacharya	CSE	Aman Kumar	9079180508	akvscet@gmail.com	Male	93	66	NA	65
3	Gurudronacharya	CSIT	Akhand Pratap Singh	8851671949	akhand.13492@gnindia.dronacharya.info	Male	87.5	66.8	NA	73.52
4	Gurudronacharya	CSE	ROHAN KUMAR	9650690994	rohan.21097@ggnindia.dronacharya.info	Male	NA	NA	NA	NA
5	Gurudronacharya	NA	AKSHAT GARG	8742079908	agarg0721@gmail.com	Male	60	60	NA	72
6	Gurudronacharya	CSE	Bharat Yadav	8708635087	bharatrao225@gmail.com	Male	95	60	NA	70

Kindly inform the students regarding the same. Please bar them from sitting in further placements and lock them in for our offer.

Our HR team will be reaching them directly to start the formal process with the students. They will reach out to you if they face any problems.

Please feel free to reach out in case of any queries.

Thanks and Regards,
Pritha Rudra
Senior Business Analyst | Kellton Tech Solutions Ltd.

M: +91-8017922023 | O : +91124-4698900 | Fax: +91124-4698949

Skype: pritharudra.iitr
pritha.rudra@kelltontech.com | www.kelltontech.com



CMMi Level 5 | ISO 9001:2015 | BSE: KELLTONTech

CONFIDENTIALITY INFORMATION AND DISCLAIMER


Principal
Dronacharya College of Engg
Farrukh Nagar - 123506

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CMMi Level 5 | ISO 9001:2015 | BSE: KELLTONTech

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Principal
Dronacharya College of Engg
Farrukh Nagar - 123506



KELLTON TECH

CIN NO. L72200TG1993PLC016819 | BSE: KELLTONTech

Date: 25th January 2022

To,

Mr. Anush Gupta

Dronacharya College Of Engineering

Subject: Offer Letter

Dear Anush,

Based on your interview with subsequent discussions, we are pleased to appoint you as a “**Trainee - Software Development**” in our organization on the following terms and conditions:

1. You will be getting stipend of **Rs. 12,000/-** per month during the 6 months training period.
2. You are required to join us on or before **31st January 2022** at 10:00 AM, failing which this offer will be treated as cancelled.
3. You will be based at our **Gurgaon** office in India. You should be prepared to work anywhere in India or abroad without claiming any extra remuneration for such transfers. The Company reserves the right to transfer you to any office, department or establishment forming a part of our Company or any establishment wherever our company will be having interest.
4. In case of further clarifications, please communicate with the HR department, and quote the reference as above.
5. Without Prejudice, please note that Kellton Tech Solutions Limited reserves the right to withdraw this offer made to you, before receipt of your acceptance of the same, without providing any reasons to you.
6. If on verification, at the time of appointment or at a later date it is found that you have furnished wrong information, in such a case, your services with the company will be liable to termination.

We welcome you to Kellton Tech Solutions Limited and look forward to a long and mutually beneficial association.

For Kellton Tech Solutions Limited

(Megha Thakur)

Senior Manager – Human Resources


Principal
Dronacharya College of Engg
Farrukh Nagar - 123506



KELLTON TECH

CIN NO. U72200TG1993PLC016819 | BSE: KELLTONTech

Annexure

CHECKLIST OF DOCUMENTS

At the time of joining, you are requested to submit the copies of the following documents:

1. Certificates supporting your educational and professional qualifications along with marks sheets (10 + 12 + Graduation + Post Graduation + Course Certifications)
2. Three (3) Passport Size color photographs of a recent date.
3. Photo Copy of Pan Card (Mandatory).
4. Valid Passport, Aadhar Card and/or Election Commission Card (Mandatory).
5. Bank Guarantee Original Document (Mandatory).

DECLARATION

This is to certify that I have read and understood all the above terms and conditions mentioned in Annexure A and I hereby accept and agree to abide by them. I will be reporting for duty on **31st January 2022**.

Date:

Signature: _____

(Anush Gupta)


Principal
Dronacharya College of Engg
Farrukh Nagar - 123506



KELLTON TECH

CIN NO. U72200TG1993PLC016619 | BSE: KELLTONTech

Date: 25th January 2022

To,

Ms. Neddhe Raparia

Dronacharya College Of Engineering

Subject: Offer Letter

Dear Neddhe,

Based on your interview with subsequent discussions, we are pleased to appoint you as a “**Trainee - Software Development**” in our organization on the following terms and conditions:

1. You will be getting stipend of **Rs. 12,000/-** per month during the 6 months training period.
2. You are required to join us on or before **31st January 2022** at 10:00 AM, failing which this offer will be treated as cancelled.
3. You will be based at our **Gurgaon** office in India. You should be prepared to work anywhere in India or abroad without claiming any extra remuneration for such transfers. The Company reserves the right to transfer you to any office, department or establishment forming a part of our Company or any establishment wherever our company will be having interest.
4. In case of further clarifications, please communicate with the HR department, and quote the reference as above.
5. Without Prejudice, please note that Kellton Tech Solutions Limited reserves the right to withdraw this offer made to you, before receipt of your acceptance of the same, without providing any reasons to you.
6. If on verification, at the time of appointment or at a later date it is found that you have furnished wrong information, in such a case, your services with the company will be liable to termination.


We welcome you to Kellton Tech Solutions Limited and look forward to a long and mutually beneficial association.

For Kellton Tech Solutions Limited

(Megha Thakur)

Senior Manager – Human Resources


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



KELLTON TECH

CIN NO. :L72200TG1993PLC010819 | BSE: KELLTONTech

Annexure

CHECKLIST OF DOCUMENTS

At the time of joining, you are requested to submit the copies of the following documents:

1. Certificates supporting your educational and professional qualifications along with marks sheets (10 + 12 + Graduation + Post Graduation + Course Certifications)
2. Three (3) Passport Size color photographs of a recent date.
3. Photo Copy of Pan Card (Mandatory).
4. Valid Passport, Aadhar Card and/or Election Commission Card (Mandatory).
5. Bank Guarantee Original Document (Mandatory).

DECLARATION

This is to certify that I have read and understood all the above terms and conditions mentioned in Annexure A and I hereby accept and agree to abide by them. I will be reporting for duty on **31st January 2022**.

Date: _____

Signature: _____

(Nedde Raparia)



KELLTON TECH

CIN NO. U72200TG1995PI C016819 | BSE: KELLTONTechII

Date: 25th January 2022

To,

**Mr. Nitesh Sharma
Dronacharya College Of Engineering**

Subject: Offer Letter

Dear Nitesh,

Based on your interview with subsequent discussions, we are pleased to appoint you as a “**Trainee - Software Development**” in our organization on the following terms and conditions:

1. You will be getting stipend of **Rs. 12,000/-** per month during the 6 months training period.
2. You are required to join us on or before **31st January 2022** at 10:00 AM, failing which this offer will be treated as cancelled.
3. You will be based at our **Gurgaon** office in India. You should be prepared to work anywhere in India or abroad without claiming any extra remuneration for such transfers. The Company reserves the right to transfer you to any office, department or establishment forming a part of our Company or any establishment wherever our company will be having interest.
4. In case of further clarifications, please communicate with the HR department, and quote the reference as above.
5. Without Prejudice, please note that Kellton Tech Solutions Limited reserves the right to withdraw this offer made to you, before receipt of your acceptance of the same, without providing any reasons to you.
6. If on verification, at the time of appointment or at a later date it is found that you have furnished wrong information, in such a case, your services with the company will be liable to termination.

We welcome you to Kellton Tech Solutions Limited and look forward to a long and mutually beneficial association.

For Kellton Tech Solutions Limited

Megha Thakur



(Megha Thakur)

Senior Manager – Human Resources

[Signature]

**Principal
Dronacharya College of Engg.
Farukh Nagar - 123506**



KELLTON TECH

CIN NO. U72200TG1999PLC016819 (ISE: KELLTONTech)

Annexure

CHECKLIST OF DOCUMENTS

At the time of joining, you are requested to submit the copies of the following documents:

1. Certificates supporting your educational and professional qualifications along with marks sheets (10 + 12 + Graduation + Post Graduation + Course Certifications)
2. Three (3) Passport Size color photographs of a recent date.
3. Photo Copy of Pan Card (Mandatory).
4. Valid Passport, Aadhar Card and/or Election Commission Card (Mandatory).
5. Bank Guarantee Original Document (Mandatory).

DECLARATION

This is to certify that I have read and understood all the above terms and conditions mentioned in Annexure A and I hereby accept and agree to abide by them. I will be reporting for duty on **31st January 2022**.

Date: _____

Signature: _____

(Nitesh Sharma)

Principal
Dronacharya College of Engg.
Farukh Nagar - 122502

Admission Dronacharya Group of Institutions

From: durbhakoomar@yahoo.com
Sent: Tuesday, April 26, 2022 2:13 PM
To: 'TPO'
Cc: principal@ggnindia.dronacharya.info; md@knbtechserve.com
Subject: RE: Campus Placements
Attachments: image001.png; Offer Letter 26042022.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Madam,

Thanks for the email and inputs shared.

Congratulations. We have interviewed the candidates and shortlisted the following to join us as **GET – Graduate Engineer Trainee** subject to his completion of studies and providing the proof at a later date:

1. Mr. Bhawani Singh

Please find attached Letter of Intent for your reference to be shared by you with the candidate.

Kindly also share candidates from Mechanical discipline. We look forward to your continued support.

In case of any further clarifications, please feel free to call back.

Regards,

Koomar Durbha
KNB Techserve Private Limited
Mobile: +91 – 9810082186

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Thursday, April 21, 2022 06:22 PM
To: md@knbtechserve.com
Cc: durbhakoomar@yahoo.com; principal@ggnindia.dronacharya.info
Subject: RE: Campus Placements

Dear Sir,

Greetings!!

Thank you so much for sharing the opportunity.

As discussed, please find attached database of interested students.

Thanks & Regards

Renu Dua
Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: md@knbtechserve.com [<mailto:md@knbtechserve.com>]

Sent: Wednesday, April 20, 2022 8:30 AM

To: tpo@ggnindia.dronacharya.info

Cc: durbhakoomar@yahoo.com

Subject: Campus Placements

Dear Madam,

It was great talking to you regarding Campus Placements.

We are a Start – up in Automotive Components as well as EV Segment. We are a growing company with vision to launch Technology Oriented Products. To meet the demand, we are in need of a team. We intend recruiting few members from your Institute, if suitable. Please find attached our Job Description Sheet for your reference.

Kindly confirm us the availability for 22nd or 23rd April 2022 to meet the prospective candidates. In case of any further clarifications, please feel free to call back.

Regards,

Koomar Durbha
Director,
KNB Techserve Private Limited
Mobile: +91 – 9810082186


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Poornima Rastogi <poornima@krantitechservices.in>
Sent: Thursday, January 13, 2022 12:57 PM
To: rishy.jain2000@gmail.com
Cc: Gaurav Kumar; Deepak Bindal; Ankit Sharma; TPO
Subject: Offer Letter - Kranti Tech Services
Attachments: Offer letter.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Hello Rishabh Jain,

We are pleased to offer you as a "Software developer" at Kranti Tech Services Pvt Ltd. We think that your skills will be a valuable asset to our company.

If you are ready to accept this offer you will be eligible for the following in accordance with our company's policies:

- You will be paid INR 12,657 (Twelve Thousand Six Hundred Fifty-Seven only) per month for training and probation period.
- Probation period - minimum 6 months.
- After successful completion of training & probation period, a minimum CTC of 3.6 LPA will be offered.
- The company may require you to work from client office locations both within and outside of India for the short or long term.
- During the training period, you will use your laptop.

Your expected joining date will be February 17th, 2022.

We look forward to welcoming you to our team. Please feel free to reach me @ +91 9458400550 for further clarification, if any.

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.

We would like to appreciate you from the bottom of the heart if you accept the offer and reply to all.

Thanks & Regards
Poornima
Human Resources Team
+91 9458400550




Principal
Dronacharya College of Engg
Farrukh Nagar - 123536



LARSEN & TOUBRO

Larsen & Toubro Limited, Construction
Minerals & Metals
Godrej Waterside Building, Tower - 2, 11th Floor,
Office - VII, DP - 5,
Sector - V, Salt Lake City,
Kolkata - 700 091, INDIA
Tel : +91-33-4414 1000
Fax : +91-33-4414 1155
www.lntecc.com

Ref.: GET 2022/Mech/M&M-LT2022179174181959

14th September 2022

Mr. Pulkit Kataria
Dronacharya Group Of Institutions
Contact No. 9728926800

Dear Sir,

Sub: Appointment as Graduate Engineer Trainee

Hearty Congratulations on being selected for the position of Graduate Engineer Trainee through our rigorous selection process. We are pleased to attach the offer of your appointment as GET. We would advise you to sign online and submit your acceptance within 7 days from the date of this letter. In case we do not hear anything from you by that date, we will presume that you are not interested in our offer. Thereafter, this offer of appointment as Graduate Engineer Trainee shall lapse automatically.

You are hereby advised to complete the pre-employment medical checkup at the earliest. Please note that your offer of training will be strictly subject to your being medical fit by our Company's doctor

Your training commences from **10th October 2022** with pre-joining activities on **09th October 2022**. Accordingly, you are required to report at Chennai Head Quarters Office on **08th October 2022**. Your place of posting and joining formalities will be intimated in due course and a detailed email will be sent to you on this separately on receipt of your acceptance of this offer. Please note that request for extension in joining time / Change of Department or Division or Location will not be entertained.

You are requested to bring the following required documents in original for verification, on the date of your physical joining. Also keep two photocopies of the following documents.

- S.S.L.C (10th Std) Certificate and Mark sheet - In Original
- H.S.C (12th Std) Certificate and Mark sheet - In Original
- Certificate & Mark sheets of Degree (Under Graduation) of all the semesters/years- In Original - [Attested copies of degree certificate and final year / semester mark sheets should be forwarded to us within 3 months of your joining].
- Course Completion Certificate (if your final semester/ final year result is not declared) - In Original (Mandatory)
- Good Conduct certificate issued by the College
- Photocopies of achievements in extra-curricular activities claimed (College / District / State /National/ International levels)
- 2 Passport size photographs (Mandatory photo should be taken in business formal in white background (for Men - Blazer and tie & Women - formal office wear).
- A Copy of your Aadhar Card & PAN Card
- Proof of age - either S.S.C or school leaving certificates
- Covid Vaccination Certificate

Please note that this offer of employment given to you is based on the educational qualification declared by you in your application for employment. This offer will stand automatically cancelled and withdrawn in case the information provided in the application is false or incorrect. In case of any clarification, kindly contact Mr. Vikas Gupta / 9830023196 / vikas.gupta@lntecc.com or Ms. Eva Richa / 6200314699 / eva.richa@lntecc.com


**Yours Faithfully,
for LARSEN & TOUBRO LIMITED**


(L SRIRAM)
SENIOR MANAGER – HR
MINERALS & METALS SBG

Registered Office: L&T House, N. M. Marg, Ballard Estate, Mumbai - 400 001. INDIA
Licence No.: CIN - L99999MH1945PLC004768

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Principal
Dronacharya College of Engg.
Farrukh Nagar - 122509



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Minerals & Metals
Godrej WaterSide Building, Tower - 2, 11th Floor,
Office - VI, DP - 5,
Sector - V, Salt Lake City,
Kolkata - 700 091, INDIA
Tel : +91-33-4414 1000
Fax : +91-33-4414 1155
www.lntec.com

Ref.: GET 2022/Mech/M&M-LT2022179174181959

14th September 2022

Mr. Pulkit Katarla
Dronacharya Group Of Institutions
Contact No. 9728926800

Dear Sir,

Sub: Appointment as Graduate Engineer Trainee

With reference to the interview you had with us, we have pleasure in selecting you as **Graduate Engineer Trainee** on the following terms and conditions, subject to:

- (a) Your passing the final Degree Examination in FIRST attempt and
(b) Being found medically fit by the Company's Doctor.
1. Your period of training will be for twelve months from the date you report for training.
 2. During the course of twelve months training period, you will carry out all directions and instructions issued to you by the Company, its officers and representatives diligently and faithfully carry out your duties and obligations. The course and manner of your training will be decided solely by the Company at its discretion and you may be required to work, as part of your training, in any one of the Departments / Offices / Projects of the Company and/or its Associates / Subsidiary Companies.
 3. During the course of your training, the company will pay you the following salary:

PARTICULARS	AMOUNT (₹) (Office Based)	AMOUNT (₹) (Project Based)
STIPEND	15500/- P.M	15500/- P.M
FLEXIPAY	25210/- P.M	24410 /- P.M
TOTAL	40710/- P.M	39910 /- P.M

You will be eligible for reimbursement of Site Compensatory Allowance when posted at Project Sites as follows: -

Site Compensatory Allowances (P.M)	Project Based
	₹ 3160/-P.M.

A lump sum amount of ₹ 60,000/- will be payable to Graduate Engineer Trainee on successful completion of training period.

You are also eligible to get Leave Travel Assistance ₹ 21,000/- after the completion of eleven months of your training period. Refer Annexure – II.


4. **Gratuity:** Your tenure of training of twelve months will not be reckoned as "Service" for the purpose of Gratuity.

Page 1 of 5

Registered Office: L&T House, N. M. Marg, Ballard Estate, Mumbai - 400 001, INDIA
Licence No.: CIN - L99999MH1946PLC004768

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Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



LARSEN & TOUBRO

Larsen & Toubro Limited, Construction
Minerals & Metals
Godrej Waterside Building, Tower - 2, 11th Floor,
Office - VII, DP - 5,
Sector - V, Salt Lake City,
Kolkata - 700 091, INDIA
Tel : +91-33-4414 1000
Fax : +91-33-4414 1555
www.lntec.com

Mr. Pulkit Kataria

5. **Provident Fund:** You will be enrolled as a member of "LARSEN & TOUBRO OFFICERS AND SUPERVISORY STAFF PROVIDENT FUND" from the day of your joining our Organization, under which at present the employee shall subscribe a sum equal to 12% of his monthly stipend and the Company contributes an equivalent amount.
6. **Tax Liability:** Income Tax Liability, if any, will be borne by you.
7. **Medical Benefits:** You will be eligible for medical benefits in accordance with the Company's Scheme for your cadre.
8. **Leave:** During the period of training, you will be entitled to leave as per the leave rules shown in Annexure-I.
9. **Working Hours:** You will observe the working hours and holidays normally observed by the Department / Location you are assigned to.
10. You shall not at any time engage in, or be concerned with, or be interested in, directly or indirectly, any business, work or activity other than that of the Company or commit any act prejudicial to the interests of the Company and/or its business (the Company being the sole judge thereof).
11. The Company shall have the right to terminate this agreement forthwith without any notice in the event of any of the following: -
 - (i). Breach of any of the conditions of this agreement;
 - (ii). Any misconduct on your part;
 - (iii). Failure to carry out any of your duties and obligations;
 - (iv). Being continuously absent from or omit to attend to your work for 10 days without the Company's previous permission in writing whatever be the cause of such absence or omission.
12. Either party can terminate the training hereunder by giving one month's notice in writing to the other and upon expiration of such period of one month, the training hereunder shall terminate.


The Company may at its sole discretion terminate the Contract of Employment without notice and / or salary in lieu of notice, if in the opinion of the Company, the continuance of your employment is detrimental to the interest of the Company. Provided that, in the event of termination as provided hereinabove, all benefits / perquisites / allowances shall stand forfeited immediately, and you will only receive any statutory benefits as applicable to you on the date of your termination.
13. You are to treat the terms of this agreement as confidential.
14. You are to treat the following as strictly confidential
 - Your salary, allowances, benefits, rewards.
 - The affairs of the Company and its customers of which you may be cognizant and particularly the drawings, quotations, specifications and other manufacturing information.

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www.LNTCC.com

Mr. Pulkit Kataria

By accepting employment with the Company, you undertake not to disclose the above to anyone. Violation of this would be viewed as a serious breach of conduct.

15. You will keep us informed of your local contact address whenever there is any change.
16. You will be assigned to work in our **L&T CONSTRUCTION - MINERALS & METALS SBG**.
17. We will be intimating you regarding joining formalities in due course. Please note that you will not be eligible for reimbursement of any expenses that you may incur for reporting. Please note that requests for extension in joining time will not be entertained.
18. The Company may extend the training period if the trainee has not attended training on all days or has not fulfilled the learning objectives.
19. On successful completion of the said 12 months training period to the satisfaction of the Company of which the Company shall be the sole judge and depending on the vacancies existing in the Company at that time you will be considered for appointment in the Company's regular cadre.
20. **Code of Conduct:** You shall abide by the internal regulations specified in the company's 'Code of Conduct' inter alia Confidentiality policy, Gift policy, Insider Trading and Policy on Sexual Harassment and any amendments thereof and /or other policies which may become applicable from time to time. Any violation /breach thereof shall call for consequence management, which may include as disciplinary action for those found guilty of such misdemeanors, termination of Services with immediate effect without any compensation. The Company expects all employees to comply with these regulations in letter and spirit. Company further expects that you will abide by the law of land in your dealings with the Company, its stakeholders & society.

Please note that it is the duty of every employee to familiarize themselves with the dos and don'ts of all policies concerning conduct, discipline and behaviors. In case of any concerns or clarification the HR department may be approached. However, ignorance of the rule will not be accepted as a defence in any case. Please refer **Annexure III**.

21. **Disputes & Arbitration:** Any dispute or difference or claim arising in connection with this contract shall be resolved by reference to arbitration by a sole arbitrator appointed by L&T at its sole discretion. The arbitration proceedings shall be governed by the Arbitration & Conciliation Act, 1996. The language of arbitration shall be English. Each of L&T or the employee shall be respectively entitled to approach the Court of competent jurisdiction for such interim reliefs as the Company or the Employee may in its discretion deem fit. The venue of arbitration shall be at Chennai. The award of the arbitrator shall be final and binding on the parties. The governing law shall be the laws of India.
22. The company reserves the right to verify your documents and background through internal or external agencies. These may include your current / previous employment history, educational/professional credentials and other background checks.

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Mr. Pulkit Kataria

23. **Confidentiality Agreement:** As a part of our Information Security Management System, you are responsible for the security of all information including prevention of misuse of information / information processing facilities, relevant to the company affairs and its customers of which you may be cognizant and treat as strictly confidential, in particular, the drawing, quotations, specifications and other manufacturing information. You shall also be responsible for maintaining the confidentiality and prevent unauthorized dissemination, in case you are engaged by the Company in the development and use of any computer programmes.

Any invention or discovery made by you during the course of employment with the Company shall become the property of the Company and you shall forthwith execute such documents including assignment agreements as provided under applicable law for transfer of title to the Company to enable the Company to register the same as Company owned intellectual property and you shall not raise nor have any claim in respect thereof.

24. **Non-disclosure of confidential information and trade secret:** You shall not, except as authorized, reveal/disclose/disseminate to any person or entity including competitors or persons involved directly or indirectly in allied trade, any of the trade secrets, secret or confidential information, information contained in any manuals and/or dealings or any information concerning the businesses, finances, external and internal transactions of the company and/or its affiliates / associates / group companies including but not limited to all data, all company contracts, processes, policies, strategies involving marketing, advertising, operations, contractual obligations, business expansion ("confidential information") which may come to your knowledge and/or imparted to you by the company during your employment. You shall hold strict confidence of such confidential information. This restriction shall survive after termination of employment / retirement / resignation / severance of employment for any reason whatsoever without limit in point of time. You shall not during the term of your employment or at any time thereafter, use or permit to be used, any information, notes or memorandum, contracts or processes relating to the business and/or the transactions of the company and/or its affiliates / associates / group companies which may come to your knowledge and/or possession by virtue of his employment with the company for any purpose other than for the benefit of the company. You will be responsible for the safe custody of all the documents, manuals, processes, contacts, kits and other properties belonging to the company that may be entrusted to and/or placed in your possession by virtue of and/or during the course of your employment with the company.

25. **Non-competition restriction:** You shall not engage directly or indirectly in any professional services or employment nor advise, manage, render or perform services to or for any person or entity during the term of your employment with the company. You agree that the company's services are highly specialized. You further agree that the identity and particular needs of the company's customers are not generally known in the industry.

Documents and other information regarding company's services, pricing and cost as well as information pertaining to the company's customers including but not limited to identity, location, service requirements and charges to the customer are highly confidential and secret and hence, you shall not for a period of one year from the termination/ retirement / resignation / severance of your contract of employment for any reason whatsoever, directly or indirectly engage yourself in any capacity in any professional service or employment which is engaged in a business competitive to that of the company within the geographical location wherein the company does its businesses. You are, however free to engage yourself in any profession or employment provided your such future engagement is not competitive and such engagement is in full compliance of all the terms of your employment specially the terms related to Non-disclosure of confidential information and trade secret & Non-Solicitation and Non-Poaching to that of the company.

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www.lntecr.com

Mr. Pulkit Kataria

26. **Non-Solicitation and Non-Poaching:** You shall not at any time during the term of your employment with the company or thereafter, under any circumstances, directly or indirectly solicit or attempt to solicit the company's and/or any of its subsidiaries' and/or affiliates' and/or group companies' personnel to leave the employment of the company and/or any of its subsidiaries and/or affiliates or apply for employment with any third party or encourage such personnel of the company. You have further agreed that you shall not engage in soliciting business or allied business that is in any way similar, identical or competitive with the business, activities, services of the company, or with those customers of the company with whom you may have had any contact during your employment with the company and for a period of one year after your employment ceases within the company.

On arrival at our office, please contact our Recruitment Section along with the following documents in original and two attested Xerox copies

- S.S.L.C (10th Std) Certificate and Mark sheet - In Original
- H.S.C (12th Std) Certificate and Mark sheet - In Original
- Certificate & Mark sheets of Degree (Under Graduation) of all the semesters/years- In Original - [Attested copies of degree certificate and final year / semester mark sheets should be forwarded to us within 3 months of your joining].
- Course Completion Certificate (if your final semester/ final year result is not declared) - In Original (Mandatory)
- Good Conduct certificate issued by the College
- Photocopies of achievements in extra-curricular activities claimed (College / District / State /National/ International levels)
- 2 Passport size photographs (Mandatorily photo should be taken in business formals in white background (for Men - Blazer and tie & Women - formal office wear).
- A Copy of your Aadhar Card & PAN Card
- Proof of age - either S.S.C or school leaving certificates
- Covid Vaccination Certificate

All communications/notices should be addressed to **Mr. L. Sriram - Sr. Manager (Human Resources), Larsen and Toubro Limited, Metallurgical and Material Handling, Godrej Water Side Building, Tower-2, 10th Floor, DP-5, Sector-5, Salt Lake, Kolkata, West Bengal- 700091**. Please give your acceptance online as a token of agreement to the terms and conditions thereof, within 07 days from the date of this offer. In case we do not hear anything from you by that date, we will presume that you are not interested in our offer. Thereafter, this offer of appointment as Graduate Engineer Trainee shall lapse automatically.

Yours Faithfully,
for LARSEN & TOUBRO LIMITED

(VIVEK RAIZADA)
HEAD – HUMAN RESOURCES
MINERALS & METALS SBG

Encl: As above

I have read the letter and accept my selection and all the terms and conditions thereof.

date :

(Signature)

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ANNEXURE – I
LARSEN & TOUBRO LIMITED
L&T CONSTRUCTION
Leave Rules for Post Graduate Engineer Trainee / Graduate Engineer /
Architect Trainee /

Privilege Leave:

1. Eligibility : After 11 Months Training
2. Quantum : 23 days per annum
3. PL not availed at the end of the training period will be encashed and cannot be carried over to the Next Year.
4. If for any reason the leave extends beyond the period of training, your training period will be proportionately extended and if the trainee is offered employment with the company, the date of employment will be from the date of training is completed.

Casual Leave:

1. Eligibility : From the date of Joining
2. Quantum : 07 days per annum
3. Not more than 2 days CL will be allowed to be taken at one time. With holidays/ weekly off days prefixed / suffixed to CL, the total absence should not exceed 5 days.
4. Except in the case of extreme emergency, application for CL shall be made to the appropriate authority and sanction to be obtained prior to availing of leave.

Sick Leave:


1. Eligibility : From the date of Joining
2. Quantum : 07 days per annum on full stipend
3. The trainee shall produce a medical certificate from Registered Medical Practitioner in support of his sickness.
4. The company has the right to have the trainee examined by the company's Medical officer to ascertain the sickness.
5. SL shall not be combined with CL

If for any reason, the attendance of the trainee falls short of 240 working days per annum his training period will be extended by the period of such shortfall.

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**ANNEXURE – II
L&T CONSTRUCTION**

GET Compensation Structure				
Components	Office Based Posting		Project Site Based Posting	
	(in INR per month)	(in INR per annum)	(in INR per month)	(in INR per annum)
Monthly Components (A)				
Stipend	15,500	1,86,000	15,500	1,86,000
Flexi Pay	25,210	3,02,520	24,410	2,92,920
Site Compensatory Allowance			3,160	37,920
Sub Total (A)	40,710	4,88,520	43,070	5,16,840
Statutory Components (B)				
PF (Employer Contribution)	1,860	22,320	1,860	22,320
Sub Total (B)	1,860	22,320	1,860	22,320
Annual Components (C)				
LTA	1,750	21,000	1,750	21,000
Deferred Retention Pay	5,000	60,000	5,000	60,000
Sub Total (C)	6,750	81,000	6,750	81,000
Medical Insurance and other Benefits	898	10,776	3,148	37,776
Sub Total (D)	898	10,776	3,148	37,776
Total CTC	₹ 50,218	₹ 6,02,616	₹ 54,828	₹ 6,57,936

- LTA: You will be eligible for Leave Travel Assistance (LTA) ₹ 21,000/- after the completion of eleven months of your training period.
- Deferred Retention Pay: On successful completion of your training and confirmation in our services, you will be paid an one-time lump Sum amount of ₹ 60,000/-.
- Leave Encashment : Unconsumed Privilege Leave will be encashed at the end of the training period . However, a maximum of 7 days PL will be allowed to be carried over to the next year.
- You will be provided with shared bachelor accommodation at a subsidized recovery rate of ₹ 100/- per month & to and fro local transport facilities from residence to work location at Project sites. Subsidized mess facilities are also available.
- In the Company's Medical Insurance Scheme, the trainees will be covered for a sum of max. ₹ 2.00 lakhs of Hospitalization expenses during the training. A nominal sum of ₹ 200/- per month will be recovered from the employee as a contribution towards this scheme.
- Contributory Group Term Insurance: All the staff members are covered in the said Group Term Insurance scheme for a sum of ₹ 50.00 Lakhs. A nominal sum of ₹ 832/- per month will be recovered from the employee as a contribution towards this scheme. The contribution towards this scheme is voluntary and optional.
- Tax: Income Tax Liability, if any, will be borne by you.

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LARSEN & TOUBRO LIMITED

CODE OF CONDUCT

FOR

**S & E AND COVENANTED
OFFICERS**

2020

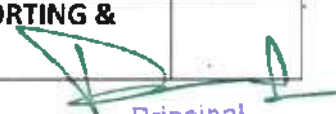
A handwritten signature in blue ink, likely belonging to the Principal of Dronacharya College of Engineering.

Principal

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Farrukh Nagar - 123696

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I. PREAMBLE

- L&T is a professionally managed Indian multinational, committed to total customer satisfaction & enhancing stakeholders' value.
- The Company's philosophy on corporate governance is built on a rich legacy of fair & transparent governance & disclosure practices. This includes respect for human values, individual dignity, & adherence to honest, ethical & professional conduct. "L&T-ites" are guided by the vision statement & values mentioned therein for the success & reputation of L&T.

II. APPLICABILITY

This Code of Conduct is applicable to all Supervisory, Executive, Covenanted and equivalent grades of Larsen & Toubro Limited and its group of Companies.

The Board Members, Executive Directors and Senior Managerial Personnel (Senior Officers) will continue to be governed by the Code of Conduct signed by them.

III. CODE OF CONDUCT

i). Honesty, Integrity, Ethics

All L&T-ites shall act in conformity with professional standards of personal integrity, honesty & ethical conduct, especially when on Company's business, at Company sponsored events, or when representing the Company.

Ethical conduct is one that is free from fraud & deception and includes actual or potential conflicts of interest between personal advantages as against organization's needs and/or values.

ii). Respect for Individuals

Our success can be achieved only when we treat everyone, both within and outside our Company, with respect. Respect in the workplace, along with individual excellence and collaborative teamwork, is how we will accomplish our goals.

L&T-ites shall treat their colleagues & business associates with dignity & respect, irrespective of caste, creed, gender, religion/region, nationality, appearance or any disability.

Superiors shall encourage their subordinates/colleagues to express their professional views in meetings / discussions, candidly and without fear. Feedback on performance will be provided as far as possible in private. They shall treat them with equity & fairness.

L&T-ites shall not use abusive or offensive language, tone or gesture with their colleagues or business associates. Superiors shall not insult/demean their subordinates.

L&T-ites shall commit to create an environment which is free of any type of sexual harassment & abide by the Policy for Protection of Women's Rights at the Workplace. Every employee shall strive to protect women employees' from any act of sexual harassment.

The Provisions of the relevant law, rules and norms regarding the Sexual Harassment of Women at Workplace have become contextually very relevant in today's time. It is very important for every male employee to exercise diligence in drawing the line with respect to professional interactions with female employees. Maintaining decorum and ensuring that the employee is not exposed to complaints is important, for which it is the responsibility of each male employee to be fully aware of the provisions of the relevant law and repercussions of violations. It is the responsibility of the employee concerned to familiarize himself with the relevant law as applicable.

The details of the relevant law as applicable in India are in the link below

Please click [here](#) for the policy

iii). Customer Need and Stakeholder Value

L&T-ites are passionate about meeting customers' needs and delivering to stakeholders. L&T-ites shall:

- ✓ Demonstrate a passion for understanding and meeting the needs of customers and stakeholders
- ✓ Shall be fair, professional and transparent in its dealings with the customers and stakeholders.
- ✓ Take active responsibility for the quality of service we provide to customers and stakeholders

- ✓ Are open to change and readily implement better ways of doing things
- ✓ Have high performance expectations and a mindset of excellence
- ✓ be innovative in identifying new opportunities and approaches for our customers, stakeholders and ourselves
- ✓ respect customers' right to privacy in relation to their personal data
- ✓ Comply with all data privacy laws that prescribe how to responsibly collect, store, use, share, transfer and dispose of personal information, and strive to comply with those laws everywhere the Company operates.

iv). Fair Competition and Anti-trust

Company believes fair and open competition benefits customers, stakeholders, and society as a whole. Company supports the development and operation of competitive open markets and the liberalisation of trade and investment in each country and market in which we operate.

L&T-ites shall not enter into any activity constituting anti-competitive behaviour such as abuse of market dominance, collusion, participation in cartels or inappropriate exchange of information with competitors. L&T-ites shall collect competitive information only in the normal course of business and obtain the same through legally permitted sources and means.

v). Sharing of Official Information

L&T-ites shall not divulge or communicate in any manner sensitive/confidential information to third parties, except when authorized to do so for business reasons. Company's Policy Guideline on Designated Spokespersons authorized for communicating to the media in this regard, shall be strictly followed.

L&T-ites shall not speak ill about the organization to any external agency which would tarnish the image of the organization.

Similarly, L&T-ites shall desist from indulging in rumour mongering/loose talks, about the organization that is detrimental to the Company's interest.

Please click [here](#) for the policy



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vi). Maintaining Confidentiality

In addition to the above, the employees shall maintain the integrity of internal communications. Care shall be taken to mitigate various risks emanating out of communication such as misrepresentation of facts/ events, leakage of price sensitive information, unfavourable reports on developments in the Company and inconsistent communication at the times of crisis. The contents of all the internal & external communications shall conform to the guidelines of Communication Risk Management Policy issued jointly by the Corporate Brand Management & Communication Department and Corporate Risk Management.

Please click [here](#) for the policy

The employees and personnel of L&T Group may in the course of their employment and engagement, become aware of and possess information of L&T Group or third parties disclosed to the L&T Group that is not generally known. This may include information which if disclosed could jeopardize the interests of the L&T Group.

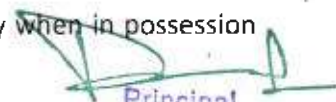
As an HR process the Company conducts Development Centre (DC) regularly to assess leadership potential. The participants in these centres will be expected to maintain utmost confidentiality with respect to the content, material received in the DC's and conduct themselves with the highest sense of professional ethics.

Hence as per the Confidentiality policy, all the employees have been entrusted with the duty to keep such information strictly confidential and use it only for proper purposes in accordance with the law. This would apply during the course of employment as well as post separation.

Please click [here](#) for the policy

vii). Dealing in Securities While in Possession of Unpublished Price Sensitive Information (UPSI)

Every employee will be considered as an 'INSIDER' under the provisions of the SEBI (Prohibition of Insider Trading) Regulations, 2015 as amended in 2018. As an Insider, it is the duty of the employee not to deal in or advocate trade in securities (ég. equity shares / preference shares / derivatives) of the Company when in possession


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of any UPSI and till such time the information comes in the public domain.

The onus will be on the employee to demonstrate that he / she was not in possession of UPSI at the time of dealing in securities.

Please click [here](#) for the circular on prevention of insider trading along with the L&T Securities Dealing Code and the SEBI (PIT - Prohibition Of Insider Trading) Regulations.

viii). Professional Engagement & Public Advocacy

L&T-ites are encouraged to associate themselves with activities of professional bodies/fora to enrich their knowledge and also help in building organization's image.


The government is an important stakeholder in our business and we therefore engage with it through multiple business forums and trade organisations. We shall engage with the government and regulators in a constructive manner in order to promote good governance. Our senior executives are active members of industry bodies that participate in the development of public policy that addresses issues affecting industry, business, products and customers. However, such engagement should not result in dereliction of duty or in discrediting the organization's image/reputation or abuse of organization's resources.

ix). Use of Company Assets & Brand Logo

L&T-ites shall not exploit the organizational resources for one's own personal gain/pecuniary advantage. In discharge of official duties, one shall strive for effective and judicious use of resources entrusted to them. Resources include both tangible assets like equipment and facilities etc. or intangible assets like designs, information, software or network with suppliers/customers, etc.

L&T-ites are entrusted with the duty of using the brand logo without modifying the same. All the employees shall abide by the guidelines for Brand applications/usages including on visiting cards. Deviations from the specific logo templates will not be permitted.

Please click here for the policy on [Brand Marks and Use of Brand Marks by External Parties](#)


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x). Intellectual Property

Company's intellectual property is an invaluable asset that must be protected at all times. L&T-ites shall respect and protect all confidential information and intellectual property of the Company.

L&T-ites shall safeguard the confidentiality of all third party intellectual property and data. L&T-ites shall not misuse such intellectual property and data that comes into their possession and shall not share it with anyone, except in accordance with applicable company policies or law.

L&T-ites shall promptly report the loss, theft or destruction of any intellectual property and data of the Company or that of any third party.

xi). Social Media Code of Conduct

L&T encourages social media interaction (during the employees' personal time) in an individual capacity and we trust our employees to act responsibly adhering to the policies of the company with respect to messages pertaining to the business and/or brand.

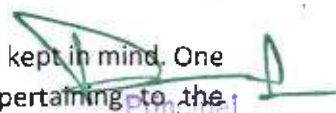
L&T-ites are expected to use social media in the best interests of the Company wherever there is any reference to the Company's name, brand or reputation. Social media interaction includes all digital social platforms and online interaction including interaction on platforms such as LinkedIn/ Facebook / Twitter / YouTube / Snapchat / Blogs or Review platforms / Whatsapp.

1. Responsibility:

- a) Every employee is responsible for what they post. They have to be aware that social media interactions for or on behalf of the Company (intended or unintended) can have legal repercussions that make the Company liable.
- b) They should not use the L&T logo or trademarks as their display pictures / images
- c) They should not share information about clients, partners, L&T leadership, L&T Businesses and their performance. They should not be involved in Plagiarism or infringement of any copy right, in the context of any reference made about L&T, its business, products or services.
- d) They should avoid anonymous postings

2. What can be posted on social media:

- a) Confidentiality of information should be kept in mind. One may share awards/accomplishments pertaining to the


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Dronacharya College of Engg.,
Farrukh Nagar - 123509

company after they become public information. Personal views and perspectives shared in the form of blogs, articles, stories, narrations any form of postings should have a disclaimer that these views are views of the individual and not of the company

- b) One should not share information on or comment on current or former employees, clients, competitors, vendors or suppliers.
 - c) One should not share any content that is protected by a third party's copyright. When sharing content created by someone else, due credit should be given to the creator.
 - d) One should not film or photograph internal events and post them to social media unless one has the authorisation from their department head.
3. **Tone:**
- a) One should be Respectful. L&T does not condone any abuse and trolling on social media.
 - b) One should use first person (don't use 'we' or 'us') when sharing opinions. It should be made clear that what is shared or said, is representative of one's personal views and opinions only and are not necessarily the views and opinions of L&T.
 - c) One should be proactive and take responsibility in accepting and clarifying controversies (if any) around one's post on social media.
4. L&T reserves the right to monitor, edit, forbid, stop or / and filter comments or discussions about the group or companies, employees, clients and the industry, including products and competitors, posted by any employee on the Internet / in Social Media.

If any content violates the L&T Code of Conduct or the Social Media Policy, or the company's Communication Policy, the Group reserves the right to seek clarification, and if required, ask the employee to delete that content.

The Group Social Media Policy is covered under sections 5.11.49 through 5.11.51 of the Brand Manual.

Please click [here](#) for the policy.


Principal
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Farukh Nagar - 123506

xii). Use of Information Technology

L&T-ites shall judiciously use the Information Technology facilities provided to them. They shall conform to the policy on Information Technology.

The increasing usage of E-mails forms a major portion of the network usage. In order to make the best utilization of the resources and to prevent undesirable fallouts resulting from the use of E-mails, users should comply with the Corporate E-mail usage Guidelines. Please see Corporate E-mail usage policy framed for the proper utilization of the facility.

Please click [here](#) for the policy

xiii). Working Environment & Dress Code Policy

L&T-ites shall not engage in any activity that is likely to result in disturbing peace & harmony in the workplace or engage in activities that are likely to create tension, bitterness or confusion in the minds of colleagues.

Superiors shall endeavour to create a climate in ensuring the above.

All L&T-ites are expected to follow the dress code policy in order to project a professional image through attire and bearing.

Please click [here](#) for the policy

xiv). Environment, Health & Safety (EHS)

Safety is the core component of a Company's responsibility; it is also the foundation of its long-term viability. Company is committed to the safety and health of employees. Company believes that all injuries and occupational illnesses are preventable. Company has a commitment to zero injuries in the workplace.

L&T-ites shall endeavour to create a safe working environment by following the policies and procedures as laid down in the Corporate Environment, Health & Safety Management Systems framework.

Towards this, all the employees shall:

- a) Incorporate EHS considerations in all business decisions
- b) Ensure compliance to statutory and other requirements

- c) Prevent adverse environmental impacts and occupational health and safety risks
- d) Conserve natural resources, minimize waste generation and environmental emissions
- e) Impact structured training for employees and stakeholders for effective EHS performance
- f) Encourage communication, consultation and collaboration with all the stakeholders

L&T-ites shall strive to keep ones' own place and surrounding workplace clean and hygienic.

Please click [here](#) for the policy

xv). *Respect for Human Rights*

The Company respects human rights everywhere it works and while doing business with others. The Company does not employ children at the workplaces. The Company also does not use forced labour in any form.

xvi). *Sustainability*

L&T-ites are committed to fulfilling our economic, environmental and social responsibilities while conducting business. All the L&T-ites shall strive to conserve natural resources, and achieve sustainable growth, through a culture of trust and care.

Please click [here](#) for the policy

xvii). *Corporate HR policy*

People are the most valuable resources that contribute towards realizing the dynamic vision of the Company. Hence in consonance with the HR functions, we shall be relentlessly committing ourselves to:

- a) Acquiring, developing and retaining a pool of high-calibre talent
- b) Enabling and empowering our employees to be creative and innovative
- c) Establishing systems and practices for maintaining transparency, fairness and equality
- d) Creating a culture of continuous learning, competitiveness and excellence through change management
- e) Respecting ethics, values and good governance
- f) Provide equal opportunity for growth & development

Please click [here](#) for the policy


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 Farrukh Nagar - 123506

xviii). Risk Management Framework Including Tax Risk Management Policy

The employees must comply with all the laws applicable to the Company, adhere to the Risk Management framework and abide by the Internal Control Guidelines including the Tax Risk Management Policy.

Please click here for the policy on:

[Enterprise Risk Management](#)

[Internal Controls](#)

[Risk Management Policy](#)

xix). Prohibited Items

Use, sale, purchase or possession of alcohol/narcotic drugs/arms/weapons by L&T-ites at workplace or when on duty, is prohibited. Smoking is allowed only at designated places.

xx). Anti-Bribery

L&T-ites should never offer, directly or indirectly, any form of gift, entertainment or anything of value to any government official or commercial partners including customers or their representatives to

- a) Obtain or retain business
- b) Influence business decisions; or
- c) Secure an unfair advantage.

This includes bribes, kickbacks and facilitation payments.

L&T-ites should not accept, directly or indirectly, any form of gift, entertainment or anything of conspicuously high value from existing and potential business partners, vendors or their representatives

This includes bribes, kickbacks and facilitation payments.

Gifts/Honorarium of nominal value accepted or offered on the occasion of festivals, talks for academic sessions, contribution to academic boards etc. will be permitted, as mentioned in 'Gift Policy' below.



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Farrukh Nagar - 123506

xxi). Gift Policy

A gift is anything of value and would encompass any gratuitous monetary or non-monetary benefit. It includes tangible items such as cash, precious metals, stones, jewelry, art and any of their equivalents, but also intangible items such as discounts, services, loans, favours, special privileges, advantages, benefits and rights that are not available to the general public. A "gift" also includes meals, entertainment, hospitality, vacations, trips, use of vacation homes, tickets to sporting or music events, outings, vendor familiarization trips and use of recreational facilities.

L&T-ites are prohibited from offering gifts, hospitality and entertainment or anything else of value, which might influence the decisions of counterparties or Officials in connection with the business of the Company.

L&T-ites are also prohibited from accepting any gifts, hospitality and entertainment, or anything else of value, which might influence their own decisions.

Only Gifts/Honorarium of nominal value accepted or offered on the occasion of festivals, talks, etc. will be permitted under this Policy. Such gifts should comply with local laws and customs (including cultural and religious festivals) and should not be prohibited under applicable law and should not include cash or cash equivalents, gold or other precious metals, gems or stones. L&T - ites may also initiate or become part of occasional business meals or celebratory events and entertainment, etc. in such manner that this policy remains unstained.

xxii). Information Security

The Information Security Policy sets out the expectations on every employee to safeguard confidential information of the Company and our third parties with the assurance of security, availability, integrity and confidentiality. This policy provides employees with the mandatory directive of safeguarding L&T and its stakeholder's information.

Please click [here](#) for the policy.


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Farrukh Nagar - 123506

xxiii) And Finally

All L&T-ites besides being good employees, shall endeavor to contribute towards:

- Development of the Community and Society.
- Supporting National & Humanitarian Causes.

IV. MECHANISM FOR IMPLEMENTATION AND MONITORING

Approvals / Disclosures under the points mentioned above should be as per the respective policies.

Violations of the Code of Conduct should be reported as per the Reporting Matrix which is annexed and forms an integral part of the Code of Conduct.

As a practice, any violations should be reported to the 1st Level Reporting Authority who shall investigate the same and take necessary action. However, if the violation is by the 1st Level Reporting Authority itself, then it should be reported to the 2nd Level Reporting Authority.

In case the Reporting Authority comes to the conclusion that the violation is of a grave nature, the same shall be reported to the Whistleblower Investigation Committee for further action within a reasonable time frame.

The concerned Reporting Authority will give a summary of the violations reported of the Code of Conduct and the action taken thereon on a monthly basis to the IC HR Head who in turn shall provide the same to Corporate HR.

V. ECOM DISCLOSURE

Corporate HR Head will provide a summary of the violations reported of the Code of Conduct and the action taken thereon on a quarterly basis

VI. REVIEW & AMENDMENT

The Code shall be reviewed as and when required to ensure that it meets the objectives of the relevant legislation and remains effective. The ECOM has the right to change/amend the Code as may be expedient taking into account the law for the time being in force.

VII. NON-COMPLIANCE:

Non-compliance of the provisions of this Code shall be treated as dereliction and an act of misconduct.

MATRIX - AUTHORITIES FOR BREACH REPORTING & CLARIFICATIONS /SEEKING PERMISSIONS				
Sl No	Breach reporting	Reporting Structure		Remarks
		1st Level	2nd Level	
1	Work Place Conduct (Abusive or offensive language)	DH	CHR	#
2	Reporting of Bribe/ Fraud	WBIC		@
3	Breach of Confidentiality/Intellectual Property - sharing trade secrets and confidential information	WBIC		@
4	Dealing in securities while in possession of UPSI	Company Secretary	ECOM Member	
5	Misuse of Company's Assets	IC HR	CHR	#
6	Breach of information security	DH/IC HR	CHR	#
7	Use of prohibited items like drugs, weapons, etc.	WBIC		@
8	Sexual Harassment	ICC		
Sl No	Clarification /Permissions	Authority		
1	Dealing in securities	CS Team		
2	Professional Engagement and Public Advocacy	DH		
3	Company Assets & Brand Logo	CBMC		
4	Social Media Code of Conduct	CBMC/Legal		
5	Information Technology	DH/Corporate IT		
6	Work Environment Dress Code Policy	CHR		
7	Environment, Health & Safety	DH		
DH	Department Head			
WBIC	Whistle Blower Investigation Committee			
ICC	Internal Complaints Committee			
CMBC	Corporate Brand Management & Communications			
CHR	Corporate Human Resources			
#	If not attended to, can be escalated to WBIC			
@	The Complainant has the option to write directly to the Chairperson of the Audit Committee at acc@larsentoubro.com.			


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Letter of Intent

March 15, 2022

Akshya Pandey

S/O T N Pandey, 225,
Rajapur, Belwahasapur,
Mohanganj, Tiloi, Amelhi, UP - 229309

Sub: Employment Offer

Dear Akshya,

Congratulations!

On the basis of your interview assessment, academic qualifications and experience as represented by you, we are pleased to offer you a position with the following details:

Designation	: Product Executive
Total Cost-to-Company	: Rs 3,50,000 p.a.
Fixed CTC	: Rs 3,15,000 p.a.
Performance Linked Incentive	: Rs 35,000 p.a.
Date of Joining	: March 16, 2022
Department	: Product
Place of Posting	: NHQ Noida

You are requested to indicate your acknowledgement by signing and returning the duplicate copy of this letter within 24 hours. You are also requested to share your proof of resignation within 3 business days of this offer.

A separate letter of appointment, with detailed terms and conditions of your employment with us will be issued to you on your date of joining and submission of the required documents.

Subsequently, your presence shall be required as per the above agreed date of joining at Lava International Limited, A-56, Sector 64, Noida - 201301.

Warm Regards,

Accepted by –Name & Signature



Date of Acceptance-

Prabhat Kumar Singh
Head – Talent Acquisition

Registered Office

Lava International Ltd.
B-14, House No. 2, Basement, Shivlok Commercial Complex
Karampura, West Delhi, Delhi-110015
Corporate Identity No- U32201DL2009PLC188920


Corporate Office

Lava International Ltd.
A – 56 Sector -64
Noida – 201 301, India



T + 91120 4637333

F + 91120 4637240

www.lavamobiles.com


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LAVA International Limited		
LAVA International Ltd. A-56, Sector 64, Noida-201301		
Name	Akshya Pandey	
Band	E1B	
Designation	Product Executive	
Department	Product	
Fixed Components	Amount (PM)	Amount (PA)
Basic Salary	10,500	126,000
Bonus / Ex-gratia	0	0
House Rent Allowance	5,250	63,000
Flexible Benefit Allowance*	6,775	81,300
Special Allowance	1,960	23,520
Fixed Components Total (A)	24,485	293,820
Retirals & Benefits		
Provident Fund - Employer's Contribution	1,260	15,120
Gratuity (As per Payment of Gratuity Act, 1972)	505	6,060
ESIC - Employer's Contribution	0	0
Retirals Total (B)	1,765	21,180
Performance Linked Incentive (C)		35,000
Total Cost to Company (TCTC) (A+B+C)		350,000
Flexible Components* (Maximum limit as per eligibility)	Max. Amount (PM)	Max. Amount (PA)
- Books /& Periodicals	1,500	18,000
- Meal Card	2,500	30,000
- Children Education Allowance	100	1,200
- Children Hostel Allowance	300	3,600
- Internet Data Services	1,500	18,000
- L.T.A (*Up to 1 month of Basic Salary)	875	10,500
Flexible Components Total	6,775	81,300
For LAVA International Limited	Accepted By	
 Authorized Signatory	 Employee Signature	

Registered Office

Lava International Ltd.

B-14, House No. 2, Basement, Shivlok Commercial Complex

Karampura, West Delhi, Delhi-110015

Corporate Identity No- U32201DL2009PLC188920

Corporate Office

Lava International Ltd.

A - 56 Sector -64

Noida - 201 301, India

T + 91120 4637333

F + 91120 4637240

www.lavamobiles.com

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Farukh Nagar - 123503



Letter of Intent

March 8, 2022

Kajal Kumari,

C/O: Lal Babu Rai, Lala Ke Tola,
Neknam Tola, Barahara, Bhojpur,
Bihar-802311

Sub: Employment Offer

Dear Kajal,

Congratulations!

On the basis of your interview assessment, academic qualifications and experience as represented by you, we are pleased to offer you a position with the following details:

Designation	: Software Engineer- Trainee
Total Cost-to-Company	: Rs 3,50,000 p.a.
Fixed CTC	: Rs 3,15,000 p.a.
Variable	: Rs 35,000 p.a.
Date of Joining	: 14 th March 2022
Department	: Information Technology
Place of Posting	: Noida

You are requested to indicate your acknowledgement by signing and returning the duplicate copy of this letter within 24 hours. You are also requested to share your proof of resignation within 3 business days of this offer.

A separate letter of appointment, with detailed terms and conditions of your employment with us will be issued to you on your date of joining and submission of the required documents.

Subsequently, your presence shall be required as per the above agreed date of joining at Lava International Limited, A-56, Sector 64, Noida - 201301.

Warm Regards,

Accepted by -Name & Signature

Prabhat Kumar Singh
Head - Talent Acquisition

Date of Acceptance-

Registered Office

Lava International Ltd.

B-14, House-2, Basement, Shivik Commercial Complex,
Karampura, Delhi West, Delhi-110015

Corporate Identity No- U32201DL2009PLC188920

Corporate Office

Lava International Ltd.

A-56 Sector-64
Noida - 201 301, India

T + 91120 4637333

F + 91120 4637240

www.lavamobiles.com

Principal
Dronacharya College of Engg.
Farukh Nagar - 123604

Admission Dronacharya Group of Institutions

From: CAMPUS NCR - NextGen Ventures <campus.ncr@nextgenventures.in>
Sent: Wednesday, March 16, 2022 11:44 AM
To: info@dronacharya.info; tpo@gnindia.dronacharya.info;
tpo@ggnindia.dronacharya.info
Cc: Ventures Kaushik Sir - NextGen; Indira; Indranath Mitra - NextGen Ventures; raju;
priyanka@nextgenventures.in
Subject: NextGen Ventures| Offer Letter - Career Opportunity With Lava International Limited
(Lava Mobile) - 2022 Batch - DCE
Attachments: Akshya Pandey - Offer.pdf
Follow Up Flag: Follow up
Flag Status: Flagged

NextGen Ventures

OFFER LETTER

Career Opportunity With Lava International Limited (Lava Mobile)
BA / BBA / BCOM / BE (ANY BRANCHES)

Dear Sir/Madam,

With respect to the "Joint Campus Drive" by & for "Lava International Limited (Lava Mobile)" for BA / BBA / BCOM / BE (ANY BRANCHES) | **2022 Batch** passing out batch from your region, please find the **Offer Letters** (as an attachment) with the mail:

Candidates need to send the scanned acceptance copy of the Offer Letter at campus.ncr@nextgenventures.in positively by 16th March 2022 - 02:00 PM.

The Institutes are requested to inform the candidates at the earliest.

DISCLAIMER : NEXTGEN VENTURES

- NEXTGEN VENTURES does not commit or guarantee any job to any candidate of the institute while performing its responsibilities within the scope of the work in this initiative.
 - The Final recruitment will be carried out through by the corporate depending / matching with their satisfaction & expectation with the candidate.
 - NEXTGEN VENTURES (at any stage) in no way will influence/interfere or play any role in the recruitment / selection process of the corporate/employer.
 - NEXTGEN VENTURES does not commit any vacancy in any form from any particular company or organization under this initiative.
 - The selected candidates will not have to pay any fees or amount to any party concerned in this recruitment drive.
 - If a candidate is offered from this recruitment drive under this initiative (also when the candidates accepts the offer), the candidate will not be entitled to appear for any other recruitment process as organized by NEXTGEN VENTURES in terms of PLACEMENT (CAMPUS) SUPPORT INITIATIVE.
 - NEXTGEN VENTURES will not be responsible for any change made by the recruiting organization in terms of recruitment offer or joining status at a later stage.
-

If you need any further explanation please let us know.

Looking forward for your earliest confirmation, active support & cooperation.

Regards,

Biplab Dutta

Campus Services & Solutions Team

NextGen Recruitment Ventures Limited


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

CORPORATE OFFICE (Kolkata):

Module No. 332, 2nd Floor, SDF Building. Block EP & GP, Sector-V,
Salt Lake Electronics Complex. Kolkata. West Bengal. Pin: 700 091. India

LIAISON OFFICE: New Delhi, Jaipur, Bhubaneswar, Guwahati, Indore, Visakhapatnam & Mangalore.

CIN: U74994WB2018PLC226396

www.nextgenventures.in | Connect to us at [FACEBOOK](#) & [LINKEDIN](#)

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Dronacharya College of Engg.
Farrukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: TPO <tpo@gnindia.dronacharya.info>
Sent: Wednesday, September 22, 2021 10:42 AM
To: tpo@ggnindia.dronacharya.info
Cc: 'Director Director'; principal@ggnindia.dronacharya.info
Subject: Regarding Selection at Learning Routes Pvt. Ltd. || Batch 2022
Attachments: image001.png; image002.gif

Dear Ma'am,

Congratulations!!

This is to inform you that below student is selected at **Learning Routes Pvt. Ltd.**

Student Name :- 1. Yagnesh Mishra
2. Poorti Sharma

(Some final rounds are pending we will update you once it's done.)

Kindly share the student details in the below format:

Candidate Name | Contact Number | Email ID | Qualification | Institution Name | Date of Joining |
Current Location | Preferred Location

Thanks & Regards,

Richa Jaiswal

Training & Placement Officer,

Dronacharya Group of Institutions,

Phone: 0120- 2322022

Extension: 227

Mobile: 8960322672, 9910380105

E-mail: tpo@gnindia.dronacharya.info

Website: www.dronacharya.info

Address: 27, Knowledge Park III – Greater Noida – 201 306 (U.P)

DRONACHARYA



Group of Institutions



A Clean Environment is a Safe Environment.

Principal
Dronacharya College of Engg.
Farukh Nagar - 122600

Admission Dronacharya Group of Institutions

From: TPO <tpo@gnindia.dronacharya.info>
Sent: Monday, September 27, 2021 3:46 PM
To: tpo@ggnindia.dronacharya.info
Cc: 'Director Director'; principal@ggnindia.dronacharya.info
Subject: FW: Regarding: Selected Students - Dronacharya
Attachments: image001.png; image002.gif

Dear Renu Ma'am,

Greetings!!

Sharing the company Selection Mail for your reference of LeewayHertz for Batch 2022

Please find the details mentioned below:

We are please to inform you that the below mentioned students got selected and placed in our organization with effect from 1st December 2021.

We request you to inform to all the students to complete their joining formalities before 4th of September 2021.

Considering your request we have delayed their joining dates, so requesting you to share the obligation circular for our reference.

SELECTED STUDENTS LIST

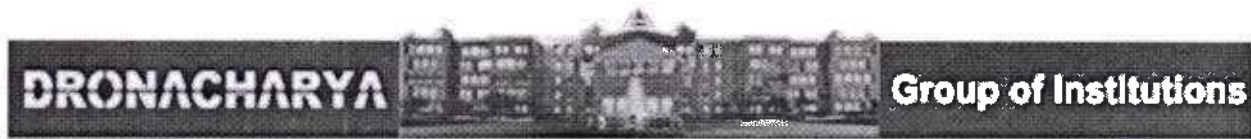
S.no	Name	Contact no	Email ID	Result	Position
1	Yagyesh Mishra	9717516378	yagyesh0208@gmail.com	PASS	Business Analyst
2	Rishabh Sharma	9468485433	sharmarishabh32700@gmail.com	PASS	Full Stack Software Developer
3	Sahil Sandhu	9354360441	Sahil.21107@ggnindia.dronacharya.info	PASS	Full Stack Software Developer
4	Shubham	9069968695	shubham.21121@gmail.com	PASS	Full Stack Software Developer

Thanks & Regards,
Richa Jaiswal
Training & Placement Officer,
Dronacharya Group of Institutions,
Phone: 0120- 2322022
Extension: 227
Mobile: 8960322672, 9910380105
E-mail: tpo@gnindia.dronacharya.info


Principal
Dronacharya College of Engg.
Farukh Nagar - 122606

Website: www.dronacharya.info

Address: 27, Knowledge Park III -- Greater Noida -- 201 306 (U.P)



A Clean Environment is a Safe Environment.

From: TPO [mailto:tpo@ggnindia.dronacharya.info]
Sent: Monday, September 27, 2021 3:45 PM
To: 'tpo@ggnindia.dronacharya.info'
Cc: 'Director Director'; 'principal@ggnindia.dronacharya.info'
Subject: Regarding: Selected Students - Dronacharya

Dear Renu Ma'am,

Greetings!!

Sharing the company Selection Mail for your reference.

Please find the details mentioned below:

We are please to inform you that the below mentioned students got selected and placed in our organization with effect from 1st December 2021.

We request you to inform to all the students to complete their joining formalities before 4th of September 2021.

Considering your request we have delayed their joining dates, so requesting you to share the obligation circular for our reference.

SELECTED STUDENTS LIST

S.no	Name	Contact no	Email ID	Result	Position
1	Yagyesh Mishra	9717516378	yagyesh0208@gmail.com	PASS	Business Analyst
2	Rishabh Sharma	9468485433	sharmarishabh32700@gmail.com	PASS	Full Stack Software Developer
3	Sahil Sandhu	9354360441	Sahil.21107@ggnindia.dronacharya.info	PASS	Full Stack Software Developer
4	Shubham	9069968695	shubham.21121@gmail.com	PASS	Full Stack Software Developer

Thanks & Regards,
Richa Jaiswal
Training & Placement Officer,
Dronacharya Group of Institutions,
Phone: 0120- 2322022
Extension: 227
Mobile: 8960322672, 9910380105
E-mail: tpo@gnindia.dronacharya.info
Website: www.dronacharya.info
Address: 27, Knowledge Park III – Greater Noida – 201 306 (U.P)



A Clean Environment is a Safe Environment.

A handwritten signature in blue ink, appearing to be "D. Jaiswal".

Principal
Dronacharya College of Engg.
Ferreh Nagar - 123406

Admission Dronacharya Group of Institutions

From: Jha, Nivedita <Nivedita.Jha@anthem.com>
Sent: Tuesday, February 8, 2022 10:55 AM
To: tpo@ggnindia.dronacharya.info
Cc: G, Karthik
Subject: ASE_Results

Follow Up Flag: Follow up
Flag Status: Completed

Hello,

Attaching the list of students who cleared all the rounds and secured a role with Legato. Please share the consent of acceptance within 48hrs.

Candidate Name	Primary Email	Mobile
Adarsh Dubey	dubeyadarsh080@gmail.com	9315290084
Annukirti	annukirti2000@gmail.com	8178379915
Deepanshu Batra	deepanshubatra200@gmail.com	9315387662
Jaydeep Ganguly	jaydeepganguly291@gmail.com	8375031971
Manoj Paneru	manoipaneru4444@gmail.com	9599360929
Mohit Sharma	mohitsharma26900@gmail.com	9910664227
Saurabh Bisht	saurabhsidd42@gmail.com	9716655386

Thanks & Regards

Nivedita | TA-Campus Coordinator

Legato Health Technologies

Phone : 9064838518

E-Mail: Nivedita.Jha@anthem.com

URL: www.legato.com

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Principal
Dronacharya College of Engg.
Farrukh Nagar - 123006

Admission Dronacharya Group of Institutions

From: Singh Ruchira <ruchira.singh@lindstromgroup.com>
Sent: Monday, April 11, 2022 2:41 PM
To: princechauhan9312@gmail.com
Cc: Sachdeva Kalpana; TPO; principal@ggnindia.dronacharya.info
Subject: Induction Plan - Prince Chauhan -Production Trainee (Faridabad BU)
Attachments: image002.wmz; image001.png; Induction Schedule_Production Trainee (Faridabad BU).doc

Dear Prince,

PFA your orientation plan. Looking forward to your joining at Lindstrom.
Please report to office tomorrow by 10AM.

Best Regards,



Ruchira Singh
HR Manager-North and West India
+919923930932

A-323 TTD Industrial Area, MIDC Mahape, New Mumbai-400715

in

 Lindstrom


Principal
Dronacharya College of Engg.
Farukh Nagar - 122606



www.magicedtech.com

Magic Edtech

3rd & 4th Floor, Tower-B,
Smartworks Corporate Park,
Sector 125, Noida - 201303
Tel: +91.120.6788.900

Sudhanshu Sharma
RZ-53 A, Old Janki Puri
Jeevan Park
New Delhi-110059

February 01, 2022

Letter Of Intent

Dear Sudhanshu,

Congratulations!

You have successfully completed our initial selection process and we are pleased to extend the Internship offer to you. This offer is based on your profile and performance in the selection process. You have been selected to work with Magic EdTech as an **Intern** for a period of 6 months starting from February 07, 2022 .

Kindly confirm your acceptance of this offer and also share the signed copy of the declaration latest by February 02, 2022

We are truly committed towards your growth, upskilling and hence you shall be put through a training program for an initial period of 6 months. The curriculum of this training program has been specifically curated keeping in mind the key business needs and the industry trends. Your performance will be assessed through a structured assessment process during this 6 months Internship period and in case your performance is found to be satisfactory, you will be confirmed as a Full Time Employee post the completion of 6 months Internship.

Your pre-tax monthly stipend for the training period of 6 months will be of **INR 20,000/-** (Twenty Thousand Only) and upon getting onboarded as a full-time employee, your pre tax Annual CTC payable will be as mentioned below:

Internship Performance Assessment Rating	Pre Tax Annual CTC
Substantially Exceeds Expectations	INR 9 LPA
Exceeds Expectations	INR 7.5 LPA
Meets Expectations	INR 6 LPA

Your employment with Magic as an Full Time Employee is subject to successful completion of BTech degree by you, the completion of all the joining formalities including the signing of the **Service Agreement of 24 months** which will be applicable from your date of confirmation as a full time employee.

This offer is being made based on the information provided by you. If any of the information provided by you is found to be incorrect/ false, our offer will stand withdrawn from that very moment without any notice period or stipend in lieu thereof and without prejudice to any recovery suit that the company may file.

Yours sincerely

For **MAGIC SOFTWARE PVT.LTD.**

DocuSigned by:
Shagun Bhunchal
Shagun Bhunchal


Associate Director- Human Resource

ACKNOWLEDGEMENT CLAUSE:

I accept the terms and conditions set out above:

Signature _____

Date _____


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506





www.magicedtech.com

SELF DECLARATION

I **Sudhanshu Sharma** hereby declare that I have understood all terms and conditions mentioned in the LOI and undertake to join Magic Ed Tech as a Full Time Employee upon successful completion of 6 months internship, subject to my performance during this internship tenure.

Name:

Date:

A handwritten signature in blue ink, appearing to be "Sudhanshu Sharma", written over a blue circular stamp.

Principal
Dronacharya College of Engg.
Farukh Nagar - 123606

Admission Dronacharya Group of Institutions

From: aruna Choudhary <aruna.metaguise@gmail.com>
Sent: Wednesday, March 23, 2022 12:49 PM
To: tpo@ggnindia.dronacharya.info; ashishbhanhur20@gmail.com; ak5309251@gmail.com
Subject: Fwd: LOI
Attachments: Ashish Bhanhur.docx; Ankit Kumar.docx

Kindly avoid the earlier attachment. of LOI

Thanks & Regards
Aruna Singh
Head-HR
METAGUISE
K9/46 Basement
DLF -Ph-2
9818669024
www.metaguise.com

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

From: aruna Choudhary <aruna.metaguise@gmail.com>
Date: Sat, 19 Mar 2022 at 18:24
Subject: LOI
To: <ashishbhanhur20@gmail.com>, ANUJ RAHEJA <anuj@metaguise.com>, Ashish Raheja <ashish@metaguise.com>, rashmi chawla <rashmi.metaguise@gmail.com>, <palak.metaguise@gmail.com>, Sumit Juneja <sumit.metaguise@gmail.com>, <biren.metaguise@gmail.com>
Cc: <tpo@ggnindia.dronacharya.info>

Dear Ashish Bhanhur ,

Greetings of the day!!

Congratulations you have been selected for the position of GET with our prestigious organisation.

Kindly find acknowledgement of the attachment of Letter of Intent for the same.

Thanks & Regards
Aruna Singh
Head-HR
METAGUISE
K9/46 Basement
DLF -Ph-2
9818669024
www.metaguise.com


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: aruna Choudhary <aruna.metaguise@gmail.com>
Sent: Saturday, March 19, 2022 6:22 PM
To: ak5309251@gmail.com; ANUJ RAHEJA; Ashish Raheja; rashmi chawla;
palak.metaguise@gmail.com; Sumit Juneja; biren.metaguise@gmail.com
Cc: tpo@ggnindia.dronacharya.info
Subject: LOI
Attachments: Ankit Kumar.docx

Follow Up Flag: Follow up
Flag Status: Completed

Dear Ankit Kumar ,

Greetings of the day!!

Congratulations you have been selected for the position of **GET** with our prestigious organisation.

Kindly find acknowledgement of the attachment of Letter of Intent for the same.

Thanks & Regards
Aruna Singh
Head-HR
METAGUISE
K9/46 Basement
DLF -Ph-2
9818669024
www.metaguise.com


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122804

Admission Dronacharya Group of Institutions

From: aruna Choudhary <aruna.metaguise@gmail.com>
Sent: Saturday, March 19, 2022 6:24 PM
To: ashishbhankhur20@gmail.com; ANUJ RAHEJA; Ashish Raheja; rashmi chawla; palak.metaguise@gmail.com; Sumit Juneja; biren.metaguise@gmail.com
Cc: tpo@ggnindia.dronacharya.info
Subject: LOI
Attachments: Ashish Bhankhur.docx

Follow Up Flag: Follow up
Flag Status: Completed

Dear Ashish Bhankhur ,

Greetings of the day!!

Congratulations you have been selected for the position of **GET** with our prestigious organisation.

Kindly find acknowledgement of the attachment of Letter of Intent for the same.

Thanks & Regards

Aruna Singh

Head-HR

METAGUISE

K9/46 Basement

DLF -Ph-2

9818669024

www.metaguise.com


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123003

Admission Dronacharya Group of Institutions

From: aruna Choudhary <aruna.metaguise@gmail.com>
Sent: Saturday, March 19, 2022 6:28 PM
To: gauravyadav886058@gmail.com; ANUJ RAHEJA; Ashish Raheja; rashmi chawla; palak.metaguise@gmail.com; Sumit Juneja; biren.metaguise@gmail.com
Cc: tpo@ggnindia.dronacharya.info
Subject: LOI
Attachments: Gaurav Yadav.docx

Follow Up Flag: Follow up
Flag Status: Completed

Dear Gaurav Yadav ,

Greetings of the day!!

Congratulations you have been selected for the position of **GET** with our prestigious organization.

Kindly find acknowledgement of the attachment of Letter of Intent for the same.

Thanks & Regards
Aruna Singh
Head-HR
METAGUISE
K9/46 Basement
DLF -Ph-2
9818669024
www.metaguise.com


Principal
Dronacharya College of Engg.
Farukh Nagar - 122006

Admission Dronacharya Group of Institutions

From: aruna Choudhary <aruna.metaguise@gmail.com>
Sent: Saturday, March 19, 2022 6:23 PM
To: sumit.2001kumar03@gmail.com; ANUJ RAHEJA; Ashish Raheja; rashmi chawla; palak.metaguise@gmail.com; Sumit Juneja; biren.metaguise@gmail.com
Cc: tpo@ggnindia.dronacharya.info
Subject: LOI
Attachments: Sumit Kumar.docx

Follow Up Flag: Follow up
Flag Status: Completed

Dear Sumit Kumar,

Greetings of the day!!

Congratulations you have been selected for the position of **GET** with our prestigious organisation.

Kindly find acknowledgement of the attachment of Letter of Intent for the same.

Thanks & Regards
Aruna Singh
Head-HR
METAGUISE
K9/46 Basement
DLF -Ph-2
9818669024
www.metaguise.com


Principal
Dronacharya College of Engg.
Farrekh Nagar - 123506

mirketa

Mirketa Software Pvt. Ltd.

Reg. Office: Level 3B, DLF Centre,

Sansad Marg, Connaught Place

New Delhi - 110001

February 23rd, 2022

EMPLOYMENT OFFER LETTER

Dear **Ms. Himanshi Dang**,

Mirketa Software Pvt Ltd. is pleased to offer you a job as **Salesforce Developer Trainee for Bangalore location**. We trust that your knowledge, skills, and experience will be among our most valuable assets.

You will be joining our team on **February 24th, 2022**. For now, your onboarding would be **Virtual / Remote onboarding**. When we open our office, you are required to work from office. You should accept this job offer; per company policy you'll be eligible to receive the following beginning on your hire date.

Salary:

Your CTC will be **INR 5,00,000** annually, paid in accordance with the Mirketa's payroll procedures. Your CTC includes Basic Salary, Allowances and PF Contributions.

Please find below your CTC breakup:

Particulars	Monthly Breakup	Annual Breakup
Basic	16,668	2,00,016
HRA	8,334	1,00,008
PF - Employer Contribution	2,000	24,000
PF - Employee Contribution	2,000	24,000
Internet & Telecom Allowance	1,000	12,000
Special Allowance	11,665	1,39,976
Gross Salary	41,667	5,00,000
Annual Performance Bonus	-	-
Total CTC (Incl. Bonus)	41,667	5,00,000
In Hand Salary (Excl. Tax and Bonus)	37,667	4,52,000

Probation Period:

You will be on a probation period for the initial 6 months of your employment. During and after the end of your probation period your performance will be evaluated. After the end of your probation period Mirketa will confirm your employment continuation. Mirketa reserves the right to terminate your employment without any notice during Probation period.

Working Hours:

You may be required to work in shift and/or working hours as defined by Mirketa. You may be required to work beyond your existing working hours depending upon the business requirement from time to time. No shift allowance is entitled. Whenever you are working shift changes, shift allowance will be always based on project / management discretion.

Mirketa Software Pvt Ltd, Reg. Office Level 3B, DLF Centre, Sansad Marg, Connaught Place, New Delhi -110001
www.mirketa.com, email: hr@mirketa.com, CIN NO. - U72300DL2015PTC275047

Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

mirketa

Mirketa Software Pvt. Ltd.

Reg. Office: Level 3B, DLF Centre,

Sansad Marg, Connaught Place

New Delhi -110001

Health Insurance:

You are eligible to get employee-self group health insurance coverage of sum insured amount 3.00 Lac annually. For more information you may go to health insurance policy in HR policy shared drive.

Mobility:

Mirketa reserve the rights to transfer you at any work sites or companies in India or outside India, on the term and conditions as applicable to you at that time.

Background Check:

The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offer therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.

Alternative Employment:

During your employment at Mirketa you are not permitted to undertake any other employment, business opportunities without any prior written permission of Mirketa Software Pvt. Ltd,

Non-compete, intellectual property and confidentiality agreement:

As a part of the joining formalities, you are required to sign non-compete, intellectual property and confidentiality agreement which aims to protect the intellectual property rights and business information of Mirketa and its client.

Provisional Employment Terms

Your employment offer is contingent upon the following:

- Successful completion of the engineering degree by July 30th, 2022 or depending upon exam completion date.
- Successful completion of Mirketa Internship cum Training program.

Internship Cum Training Program:

You are required to join Mirketa Internship cum training program February 24th, 2022. You will be paid INR 2.28 LAC per annum, which include Provident Fund and ESIC. Your take-home will be INR 15,300/- per month during training period. Your performance would be evaluated periodically during training period.

Notice Period:

If you leave the company during the probation period, then you must serve a notice period of 30 days and after probation period you must serve a notice period of 60 days.

Career Flyer Program:

You will be part of Career Flyer program; in this program you will sign service agreement of INR 2.00 Lac. The employee will have to pay back the full cost if he/she decides to leave the company within 24 months from date of joining. As per compliance GST / tax would be applicable

Mirketa Software Pvt Ltd, Reg. Office Level 3B, DLF Centre, Sansad Marg, Connaught Place, New Delhi -110001
www.mirketa.com, email: hr@mirketa.com, CIN NO. – U72300DL2015PTC275047

Principal
Dronacharya College of Engg.
Farukh Nagar - 123503

mirketa

Mirketa Software Pvt. Ltd.

Reg. Office: Level 3B, DLF Centre,
Sansad Marg, Connaught Place
New Delhi - 110001

Evidence of Employment Eligibility:

You will be required to provide to the Company documentary evidence of your identity and eligibility for employment in India. Such documentation must be provided to us within three (3) business days of your date of hire, or our employment relationship with you may be terminated.

Non-Solicitation of the employees:

You agree that during your employment with the company and for two year following termination of your employment with the company, including without limitation, termination by the company for cause or without cause you shall not, directly or indirectly solicit or induce or attempt any employee of the company to leave the company for any reason whatsoever or hire any employee of the company.

Non-Solicitation of the Clients:

You agree that during your employment with the company and for two year following termination of your employment with the company, including without limitation, termination by the company for cause or without cause you shall not, directly or indirectly solicit or induce or attempt any employment or any direct or indirect business contract with any of Company's Clients.

Limitations:

We also ask that, if you have not already done so, you disclose to the Company any and all agreements relating to your prior employment that may affect your eligibility to be employed by the Company or limit the manner in which you may be employed. It is the Company's understanding that any such agreements will not prevent you from performing the duties of your position and you represent that such is the case. Moreover, you agree that, during the term of your employment with the Company, you will not engage in any other employment, occupation, consulting or other business activity directly related to the business in which the Company is now involved or becomes involved during the term of your employment, nor will you engage in any other activities that conflict with your obligations to the Company. Similarly, you agree not to bring any third party confidential information to the Company, including that of your former employer, and that in performing your duties for the Company you will not in any way utilize any such information.

As a Company employee, you will be expected to abide by the Company's rules and standards. Specifically, you will be required to sign an acknowledgment that you have read and that you understand the Company's rules of conduct which are included in the Company Handbook, which the Company will soon complete and distribute.


Dispute Resolution:

In the event of any dispute or claim relating to or arising out of our employment relationship, you and the Company agree that (i) any and all disputes between you and the Company shall be fully and finally resolved by binding arbitration, (ii) you are waiving any and all rights to a jury trial but all court remedies will be available in arbitration, (iii) all disputes shall be resolved by a neutral arbitrator who shall issue a written opinion, (iv) the arbitration shall provide for adequate discovery. Please note that we must receive your signed Agreement before your first day of employment.

To accept this job, offer:

1. Sign and date this job offer letter were indicated below.
2. Attend new-hire orientation on will be **February 24th, 2022**, or another mutually agreed upon date.

Mirketa Software Pvt Ltd, Reg. Office Level 3B, DLF Centre, Sansad Marg, Connaught Place, New Delhi -110001
www.mirketa.com, email: hr@mirketa.com, CIN NO. – U72300DL2015PTC275047


Principal
Dronacharya College of Engg.
Farrukh Nagar - 128588

mirketa

Mirketa Software Pvt. Ltd.

Reg. Office: Level 3B, DLF Centre,
Sansad Marg, Connaught Place
New Delhi -110001

If you accept this job offer, your hire date will be on the day that you attend new-hire orientation. The terms of this offer letter are considered confidential information to Mirketa Software Private Limited, and we trust that you will treat it confidentially. It may not be used for distribution.

Please bring the copies of the following documents at the time of your joining.

- Personal Identity Proof
- Educational Documents – Mark sheets & Degree
- Last Employment – Appointment & Relieving Letters along with the Last 3 Salary Slips/ Bank Statement
- 3 Passport Size Photographs
- Address Proof and PAN card copy
- Signed copy of offer letter and Employee Non-Compete Agreement

We are confident that you will be an asset to our team, and we look forward to your joining us.

Sincerely,



Anu Agarwal
Head – HR, Mirketa Software Pvt Ltd


Accept Job Offer

By signing this letter below, I, **Himanshi Dang**, accept the job offer of **Salesforce Developer Trainee** at Mirketa Software Private Limited.

Signature:

Date:

Mirketa Software Pvt Ltd, Reg. Office Level 3B, DLF Centre, Sansad Marg, Connaught Place, New Delhi -110001
www.mirketa.com, email: hr@mirketa.com, CIN NO. – U72300DL2015PTC275047


Principal
Dronacharya College of Engg.
Farrukh Nagar -123008

Admission Dronacharya Group of Institutions

From: Mihir Malhotra <mihir930@yahoo.com>
Sent: Saturday, January 29, 2022 12:08 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Compensation Offer||Mihir| Noida

Good afternoon Ma'am, I'm forwarding you the mail from MSSL regarding the compensation offer for my joining. Please find it herewith.

Thanks
Mihir Malhotra
21326 (ME)

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

From: "Chaturvedi, Surbhi (MSSL)" <surbhichaturvedi@mssl.motherson.com>
Date: 29-Jan-2022 09:34
Subject: Compensation Offer||Mihir| Noida
To: mihir930@yahoo.com
Cc: Richa Jaiswal <richa.jaiswalggnindia.dronacharya@gmail.com>

Dear Mihir ,

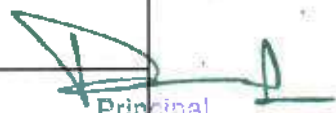
Greetings of the day!!

Hope all is well at your end.

This is in reference to the discussions you had with us, in continuance to that below is provided the compensation offer for your consideration.

Kindly go through the same & share your acceptance to proceed.

Salary Break-up		
Name	Mihir Malhotra	
Designation	Graduate Engineer Trainee	
Company	Motherson Sumi Systems Ltd.	
Division	Central Quality Assurance	
Joining Location	C-14 A & B, Sector-1, Noida	
Working Location	A-3, Sector 84, Noida	
Particular	Amount (INR Per Month)	Payable
Stipend	12,000	Monthly


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Farukh Nagar - 123603

Bonus	2,400	Yearly
Special Allowance	600	Monthly
CTC (Cost To Company)	15,000	
Bonus is paid yearly		
Mediclaime / GPA / Uniform Subsidy / Canteen Subsidy are not included in the CTC		

You also need to undergo Pre-recruitment medical test at hospitals on company's panel. Please let us the know the center convenient for you.

Please note: Joining is subjected to the declaration of Medical fitness for employment.

Do let us know in case of any query please.

Surbhi Chaturvedi

Human Resource Management


Motherson Sumi Systems Ltd.

Plot No: 21, Sector-18, Gurgaon-122001,India

Phone: |0124-6690931

surbhichaturvedi@mssl.motherson.com | www.motherson.com

Proud to be part of Samvardhana Motherson.


Principal
Dronacharya College of Engg.
Farukh Nagar - 120503

Admission Dronacharya Group of Institutions

From: TPO <tpo@gnindia.dronacharya.info>
Sent: Friday, January 21, 2022 1:23 PM
To: 'TPO'
Cc: 'Director Director'; principal@ggnindia.dronacharya.info
Subject: Motherson Sumi Systems Ltd Final selection || 2022 Batch
Attachments: image001.png; image002.gif; image003.png

Dear Ma'am,

Greetings!!

Please find below selection mail from **Motherson Sumi Systems Ltd**

Dear Richa,

Hope you are doing good.

Please find below the shortlisting :-

College Roll No	Candidate Name	Branch	Batch	Gender
21326	Mihir Malhotra	ME	2022	Male
21335	Rohit Sharma	ME	2022	Male

Thanks & Regards,

Richa Jaiswal

Training & Placement Officer,

Dronacharya Group of Institutions,

Phone: 0120- 2322022

Extension: 227

Mobile: 8960322672, 9910380105

E-mail: tpo@gnindia.dronacharya.info

Website: www.dronacharya.info

Address: 27, Knowledge Park III – Greater Noida – 201 306 (U.P)

Dronacharya College of Engg.
Farukh Nagar, Meerut

DRONACHARYA



Group of Institutions



A Clean Environment is a Safe Environment.

Admission Dronacharya Group of Institutions

From: TPO <tpo@gnindia.dronacharya.info>
Sent: Wednesday, March 23, 2022 2:07 PM
To: 'TPO'
Cc: 'Director'; principal@ggnindia.dronacharya.info
Subject: Regarding Final selection || Motherson Sumi Systems Ltd || 2022 Batch
Attachments: image001.png; image002.gif

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Ma'am,

Greetings!!

Sharing the Selection List of **Motherson Sumi Systems Ltd.** For your reference.

S. No.	Name
1.	Akshay Pandey
2.	Jatin Bhargava

Thanks & Regards,
Richa Jaiswal
Training & Placement Officer,
Dronacharya Group of Institutions,
Phone: 0120- 2322022
Extension: 227
Mobile: 8960322672, 9910380105
E-mail: tpo@gnindia.dronacharya.info
Website: www.dronacharya.info
Address: 27, Knowledge Park III – Greater Noida – 201 306 (U.P)



A Clean Environment is a Safe Environment.

A handwritten signature in blue ink, appearing to be "D. Jaiswal".

Principal
Dronacharya College of Engg.
Farrukh Nagar - 122608

Admission Dronacharya Group of Institutions

From: Sauraj Sahay <sauraj.sahay@myndsol.com>
Sent: Tuesday, January 4, 2022 11:57 AM
To: TPO
Cc: principal@ggnindia.dronacharya.info; Sandeep Kumar; Beena Dennis; Anupam Saxena; Kamini; Mehak Sharma; Gaurav Awasthi
Subject: Finally shortlisted 3 students for GET as of now-MYND
Attachments: image001.png

Importance: High

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Renu,

Good Morning!

Well, as of now, we have finalized following 3 students for GETs who will get their offers at the earliest:

Akash Dalal

Ankit Ahuja

Hrithik Chauhan

Nevertheless, all students were sharp & bright but the above 3 met with all expected requirements so we will release their internship offers soon and will keep you posted about the same. You may update them as well.

Good Day!

Best Regards,
Sauraj Sahay
Manager-Human Resources
HR Department
Mynd Integrated Solutions Pvt. Ltd.
Office Address: 288-A, Udyog Vihar, Phase-IV, Gurgaon-122001, Haryana, India
Voice: +91-8802592707. E-mail: sauraj.sahay@myndsol.com
Landline: 0124-4646000
Website: www.myndsolution.com




Principal
Dronacharya College of Engg.
Farrukh Nager - 122506

From: TPO [<mailto:tpo@ggnindia.dronacharya.info>]
Sent: Monday, December 13, 2021 5:57 PM

To: 'Sauraj Sahay' <sa^uraj.sahay@myndsol.com>

Cc: principal@ggnindia.dronacharya.info; 'Sandeep Kumar' <sandeep.k@myndsol.com>; 'Beena Dennis' <beena.dennis@myndsol.com>; 'Anupam Saxena' <Anupam.saxena@myndsol.com>; tpo@ggnindia.dronacharya.info

Subject: RE: [External Mail] RE: 9 candidates from Dronacharya University- Interview Letter-GET Position

Dear Sauraj Sir,

Greetings!!

This is to kind inform you that around 22 students will appear tomorrow for recruitment process at 11 AM.

Kind Regards,
Renu Dua

From: Sauraj Sahay [<mailto:sa^uraj.sahay@myndsol.com>]

Sent: Monday, December 13, 2021 5:05 PM

To: TPO

Cc: principal@ggnindia.dronacharya.info; Sandeep Kumar; Beena Dennis; Anupam Saxena

Subject: RE: [External Mail] RE: 9 candidates from Dronacharya University- Interview Letter-GET Position

Importance: High

++Dear Renu...

Awaiting the exact headcount for the interview tomorrow.

Kind Note:

We have booked a conference room in advance so please check with the students' timely availability for the same.

Once again to remind, the written test is of 40 min only. Timing 11-12 PM. This will be followed by F2F interview same day in some gaps.

Let's hurry up!!!

Good Day!

Best Regards,

Sauraj Sahay

Manager-Human Resources

HR Department

Mynd Integrated Solutions Pvt. Ltd.

Office Address: 288-A, Udyog Vihar, Phase-IV, Gurgaon-122001, Haryana, India

Voice: +91-8802592707. E-mail: sa^uraj.sahay@myndsol.com

Landline: 0124-4646000

Website: www.myndsolution.com



Principal
Dronacharya College of Engg.
Farukh Nagar - 125006

From: Sauraj Sahay [<mailto:sa^uraj.sahay@myndsol.com>]

Sent: Monday, December 13, 2021 3:38 PM

To: 'TPO' <tpo@ggnindia.dronacharya.info>

Cc: 'principal@ggnindia.dronacharya.info' <principal@ggnindia.dronacharya.info>; 'Sandeep Kumar' <sandeep.k@myndsol.com>; 'Beena Dennis' <beena.dennis@myndsol.com>; Anupam Saxena <Anupam.saxena@myndsol.com>

Subject: RE: [External Mail] RE: 9 candidates from Dronacharya University- Interview Letter-GET Position

Importance: High

Dear Renu,

Good Evening!

Last we shortlisted 67 students from your reputed institution for GET profile in which we are conducting 9 students' written test and interview tomorrow as discussed. Finally coming are 7 and 2 are there in their home towns.

We have removed marks criteria from the shortlisting panel so the remaining 58 students can also apply for the same. So please communicate it to the rest 58 rest students also to appear in the interview tomorrow over the same address and time table.

Rest details remain the same.

Good Day!

Best Regards,

Sauraj Sahay

Manager-Human Resources

HR Department

Mynd Integrated Solutions Pvt. Ltd.

Office Address: 288-A, Udyog Vihar, Phase-IV, Gurgaon-122001, Haryana, India

Voice: +91-8802592707. E-mail: sauraj.sahay@myndsol.com

Landline: 0124-4646000

Website: www.myndsolution.com



From: Sauraj Sahay [<mailto:sauraj.sahay@myndsol.com>]

Sent: Friday, December 10, 2021 9:33 AM

To: 'TPO' <tpo@ggnindia.dronacharya.info>

Cc: 'principal@ggnindia.dronacharya.info' <principal@ggnindia.dronacharya.info>; Sandeep Kumar <sandeep.k@myndsol.com>; Beena Dennis <beena.dennis@myndsol.com>

Subject: RE: [External Mail] RE: 9 candidates from Dronacharya University- Interview Letter-GET Position

Importance: High

Noted it, dear Renu.

Good Day!

Best Regards,

Sauraj Sahay

Manager-Human Resources

HR Department

Mynd Integrated Solutions Pvt. Ltd.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 128606

Office Address: 288-A, Udyog Vihar, Phase-IV, Gurgaon-122001, Haryana, India

Voice: +91-8802592707. E-mail: sauraj.sahay@myndsol.com

Landline: 0124-4646000

Website: www.myndsolution.com



From: TPO [<mailto:tpo@ggnindia.dronacharya.info>]

Sent: Thursday, December 9, 2021 10:11 PM

To: 'Sauraj Sahay' <sauraj.sahay@myndsol.com>

Cc: principal@ggnindia.dronacharya.info; 'Sandeep Kumar' <sandeep.k@myndsol.com>; 'Beena Dennis' <beena.dennis@myndsol.com>; tpo@ggnindia.dronacharya.info

Subject: RE: [External Mail] RE: 9 candidates from Dronacharya University- Interview Letter-GET Position

Dear Sauraj Sir,

As discussed, the rest 2 students are in their home town and will not able to attend the drive.

Sorry for the inconvenience.

Kind Regards,

Renu Dua

From: Sauraj Sahay [<mailto:sauraj.sahay@myndsol.com>]

Sent: Thursday, December 9, 2021 5:18 PM

To: tpo

Cc: principal@ggnindia.dronacharya.info; Sandeep Kumar; Beena Dennis

Subject: RE: [External Mail] RE: 9 candidates from Dronacharya University- Interview Letter-GET Position

Importance: High

++Looping Renu...

Please ignore the previous mail and kindly check for the rest 2 also to come for the interview on 14th.

Good Day!

Best Regards,

Sauraj Sahay

Manager-Human Resources

HR Department

Mynd Integrated Solutions Pvt. Ltd.

Office Address: 288-A, Udyog Vihar, Phase-IV, Gurgaon-122001, Haryana, India

Voice: +91-8802592707. E-mail: sauraj.sahay@myndsol.com

Landline: 0124-4646000

Website: www.myndsolution.com




Principal
Dronacharya College of Engg.
Farrukh Nagar - 128805

From: Sauraj Sahay [mailto:sauraj.sahay@myndsol.com]
Sent: Thursday, December 9, 2021 5:17 PM
To: 'tpo' <tpo@ggnindia.dronacharya.info>
Cc: 'principal@ggnindia.dronacharya.info' <principal@ggnindia.dronacharya.info>; Sandeep Kumar <sandeep.k@myndsol.com>; Beena Dennis <beena.dennis@myndsol.com>
Subject: RE: [External Mail] RE: 9 candidates from Dronacharya University- Interview Letter-GET Position
Importance: High

Dear Renu,

Thanks for this info. But I'm surprised what about the rest 50%? Please check and turn-up this population also for the interview same day.

Awaiting hearing you back on it.

Good Day!

Best Regards,
Sauraj Sahay
Manager-Human Resources
HR Department
Mynd Integrated Solutions Pvt. Ltd.
Office Address: 288-A, Udyog Vihar, Phase-IV, Gurgaon-122001, Haryana, India
Voice: +91-8802592707. E-mail: sauraj.sahay@myndsol.com
Landline: 0124-4646000
Website: www.myndsolution.com



From: tpo [mailto:tpo@ggnindia.dronacharya.info]
Sent: Thursday, December 9, 2021 5:13 PM
To: Sauraj Sahay <sauraj.sahay@myndsol.com>
Cc: 'principal@ggnindia.dronacharya.info'; Sandeep.k@myndsol.com; Beena Dennis <beena.dennis@myndsol.com>
Subject: [External Mail] RE: 9 candidates from Dronacharya University- Interview Letter-GET Position

Good Evening Sir

This is to kind inform you that total 7 students will appear for recruitment process on 14 Dec.

Name mentioned below:

Ashish Singh
Akshey Kumar
Rohan Kumar
Juned
Radhika
Rishabh
Himanshi

Sorry for the delay!!

Kind Regards


Principal
Dronacharya College of Education
Farrukh Nagar - 121001

Renu Dua

----- Original message -----

From: Sauraj Sahay <sauraj.sahay@myndsol.com>

Date: 09/12/2021 16:49 (GMT+05:30)

To: TPO <tpo@ggnindia.dronacharya.info>

Cc: principal@ggnindia.dronacharya.info, Sandeep.k@myndsol.com, Beena Dennis <beena.dennis@myndsol.com>

Subject: RE: 9 candidates from Dronacharya University- Interview Letter-GET Position

Soft Reminder:

Dear Renu,

Good Evening!

I'm expecting this list from your end today EOD. Please do the needful at the earliest.

Good Day!

Best Regards,

Sauraj Sahay

Manager-Human Resources
HR Department

Mynd Integrated Solutions Pvt. Ltd.

Office Address: 288-A, Udyog Vihar, Phase-IV, Gurgaon-122001, Haryana, India

Voice: +91-8802592707. E-mail: sauraj.sahay@myndsol.com

Landline: 0124-4646000

Website: www.myndsolution.com




Principal
Dronacharya College of Engg.
Farukh Nagar - Haryana

From: Sauraj Sahay [<mailto:sauraj.sahay@myndsol.com>]

Sent: Wednesday, December 8, 2021 3:35 PM

To: 'TPO' <tpo@ggnindia.dronacharya.info>

Cc: 'principal@ggnindia.dronacharya.info' <principal@ggnindia.dronacharya.info>;

'tpo@ggnindia.dronacharya.info' <tpo@ggnindia.dronacharya.info>; 'Sandeep.k@myndsol.com' <Sandeep.k@myndsol.com>

Subject: 9 candidates from Dronacharya University- Interview Letter-GET Position

Importance: High

Dear Renu,

Greetings of the day!

As discussed today we have shortlisted 9 students for GET (Graduate Engineer Trainee) whose interviews will split into two rounds as explained below:


S.No.	University	Applicant Name	Course	Mobile	Email ID
1	Dronacharya	Himanshi Dang	CSIT	8130899645	himanshi.21
2	Dronacharya	Ankush Tomar	CSIT	9654204796	ankush.1350
3	Dronacharya	Ashish Singh	CSIT	9968502948	ashish.1350
4	Dronacharya	Md Juned Alam	IT	9049501975, 9667424404 (Whatsapp)	juned.21380
5	Dronacharya	Akshay Kumar	CSIT	9557594942	akshay.1349
6	Dronacharya	Mridul Mishra	CSIT	8534000289	mridul.1352
7	Dronacharya	Radhika	CSE	9667220281	radhika.210
8	Dronacharya	Rohan Kumar	CSE	9650690994	rohan.21097
9	Dronacharya	Rishabh Jain	CSIT	9205115356	rishabh.216

Interview Update:

1. Assessment Round- this will be conducted at Mynd's premises only on dated 14th December 2021, Tuesday, 1st Floor between 11 AM-12 Noon.
2. Final Round- Student/s with passing marks at Assessment Test will be called for attending the final round on 15th December, 2021, Wednesday.

Nature of interview:

Assessment Test will be preferably an MCQ (Multiple Choice Question/s) based written test paper of around 30 min-60 min to check aptitude, reasoning, analytical skills, communication skills and technical knowledge. Bases the score obtained by the student/s in this test will be further called for the final interview round on a separate day/date. The final round could be either virtual or face-to-face whichever mean suits to the requirement.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 128008

Important Note:

- We expect all 9 shortlisted students must attend this interview drive on aforesaid date. Any back-out will definitely trigger the purpose of the drive is not being mapped. So awaiting a strong coordination of yours with your students in this regards. Please send me the final list of the same latest tomorrow EOD.

Good Day!

Best Regards,

Sauraj Sahay

Manager-Human Resources
HR Department

Mynd Integrated Solutions Pvt. Ltd.

Office Address: 288-A, Udyog Vihar, Phase-IV, Gurgaon-122001, Haryana, India

Voice: +91-8802592707. E-mail: sauraj.sahay@myndsol.com

Landline: 0124-4646000

Website: www.myndsolution.com



A handwritten signature in blue ink, appearing to be "D. S. D.", is written over a faint, light blue circular stamp.

Principal
Dronacharya College of Engg.
Farrukh Nagar - 122004

Admission Dronacharya Group of Institutions

From: ankit ahuja <ankitahuja2305@gmail.com>
Sent: Monday, January 3, 2022 11:42 AM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Internship Letter- Ankit Ahuja
Attachments: image006.jpg; image007.jpg; image008.jpg; image009.jpg; image010.jpg

Follow Up Flag: Follow up
Flag Status: Completed

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

From: Mehak Sharma <mehak.sharma@myndsol.com>
Date: Mon, 3 Jan, 2022, 11:33 am
Subject: Internship Letter- Ankit Ahuja
To: ankit ahuja <ankitahuja2305@gmail.com>
Cc: Gaurav Awasthi <gaurav.awasthi@myndsol.com>, Beena Dennis <beena.dennis@myndsol.com>

Dear Ankit,

We thank you for spending time for the personal discussion.

It is my pleasure to extend the following offer of employment to you on behalf of **Mynd Integrated Solutions Pvt. Ltd.**

You have been appointed as "Intern – IT" from "4th January 2022" to "30th June 2022" and are expected to join duty on or before **Tuesday, 4th January, 2022**. You will be eligible to get Stipend of **INR 18,000/- Per Month**.

Offer stands cancelled in case of any deviations in information or if you fail to report on or before the date of joining.

We look forward to you joining the Mynd Family.

Kindly reply with an acceptance to this offer and provide two professional references (name , contact number, designation and company)

Thanks & Regards

Mehak Sharma

Talent Acquisition


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125002

March 14, 2022

Training & Offer Letter

Dear Sahil,

Congratulations!

We are pleased to inform you that you have cleared our selection process. We'd like to offer you a training and subsequent job at Nagarro. You will begin your career as a **Trainee** and upon successful completion of your training, you will be promoted to be an **Associate Engineer** at Nagarro.

Training is an essential part of any fresher's onboarding process as it provides opportunities to work on latest technologies and exciting projects. We believe that the best way to learn is by working on real-world applications as compared to dummy projects.

We expect you to join us on April 13, 2022, when you will be in your last semester. You will be paid a stipend of Rs 19,000/- per month during the training period i.e., till October 2022.

If your performance is rated truly exceptional (outstanding) during training, you will be promoted to Associate Engineer just after 6 months of training on a package of *Rs 4.5 LPA. If your performance is rated less than outstanding during the period, you will be promoted to **Associate Engineer** in **December 2022**.

In case of any query related to your offer please drop in an email at campushiring@nagarro.com

To help complete joining formalities, may we request you to carry the following documents with you on the joining date.

- One Passport size photograph
- Proof of age
- Proof of Education Qualifications

We welcome you to a passionate and fun-filled pursuit of excellence at Nagarro!



Swati Yadav
Director
People Enablement, Nagarro

*The offer placed to you will be valid only if you attend the training period with Nagarro. In case you do not attend, the offer shall be withdrawn.



Principal
Dronacharya College of Engg.
Farukh Nagar - 123603

January 31, 2022

Training & Offer Letter

Dear Aditya,

Congratulations!

We are pleased to inform you that you have cleared our selection process. We'd like to offer you a training and subsequent job at Nagarro. You will begin your career as a **Trainee** and upon successful completion of your training, you will be promoted to be an **Associate Engineer** at Nagarro.

Training is an essential part of any fresher's onboarding process as it provides opportunities to work on latest technologies and exciting projects. We believe that the best way to learn is by working on real-world applications as compared to dummy projects.

We expect you to join us on February 28, 2022, when you will be in your last semester. You will be paid a stipend of Rs 17,000/- per month during the training period i.e., till August 2022.

If your performance is rated truly exceptional (outstanding) during training, you will be promoted to Associate Engineer just after 6 months of training on a package of *Rs 4 LPA. If your performance is rated less than outstanding during the period, you will be promoted to **Associate Engineer** in **October 2022**.

In case of any query related to your offer please drop in an email at campushiring@nagarro.com

To help complete joining formalities, may we request you to carry the following documents with you on the joining date.

- One Passport size photograph
- Proof of age
- Proof of Education Qualifications

We welcome you to a passionate and fun-filled pursuit of excellence at Nagarro!



Swati Yadav
Director
People Enablement, Nagarro

*The offer placed to you will be valid only if you attend the training period with Nagarro. In case you do not attend, the offer shall be withdrawn.



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123503

January 31, 2022

Training & Offer Letter

Dear Basant,

Congratulations!

We are pleased to inform you that you have cleared our selection process. We'd like to offer you a training and subsequent job at Nagarro. You will begin your career as a **Trainee** and upon successful completion of your training, you will be promoted to be an **Associate Engineer** at Nagarro.

Training is an essential part of any fresher's onboarding process as it provides opportunities to work on latest technologies and exciting projects. We believe that the best way to learn is by working on real-world applications as compared to dummy projects.

We expect you to join us on February 28, 2022, when you will be in your last semester. You will be paid a stipend of Rs 17,000/- per month during the training period i.e., till August 2022.

If your performance is rated truly exceptional (outstanding) during training, you will be promoted to Associate Engineer just after 6 months of training on a package of *Rs 4 LPA. If your performance is rated less than outstanding during the period, you will be promoted to **Associate Engineer in October 2022**.

In case of any query related to your offer please drop in an email at campushiring@nagarro.com

To help complete joining formalities, may we request you to carry the following documents with you on the joining date.

- One Passport size photograph
- Proof of age
- Proof of Education Qualifications

We welcome you to a passionate and fun-filled pursuit of excellence at Nagarro!



Swati Yadav
Director
People Enablement, Nagarro

*The offer placed to you will be valid only if you attend the training period with Nagarro. In case you do not attend, the offer shall be withdrawn.



Principal
Dronacharya College of Engg.
Farrukh Nagar - 125005

January 31, 2022

Training & Offer Letter

Dear Preeti,

Congratulations!

We are pleased to inform you that you have cleared our selection process. We'd like to offer you a training and subsequent job at Nagarro. You will begin your career as a **Trainee** and upon successful completion of your training, you will be promoted to be an **Associate Engineer** at Nagarro.

Training is an essential part of any fresher's onboarding process as it provides opportunities to work on latest technologies and exciting projects. We believe that the best way to learn is by working on real-world applications as compared to dummy projects.

We expect you to join us on February 28, 2022, when you will be in your last semester. You will be paid a stipend of Rs 17,000/- per month during the training period i.e., till August 2022.

If your performance is rated truly exceptional (outstanding) during training, you will be promoted to Associate Engineer just after 6 months of training on a package of *Rs 4 LPA. If your performance is rated less than outstanding during the period, you will be promoted to **Associate Engineer** in **October 2022**.

In case of any query related to your offer please drop in an email at campushiring@nagarro.com

To help complete joining formalities, may we request you to carry the following documents with you on the joining date.

- One Passport size photograph
- Proof of age
- Proof of Education Qualifications

We welcome you to a passionate and fun-filled pursuit of excellence at Nagarro!



Swati Yadav
Director
People Enablement, Nagarro

*The offer placed to you will be valid only if you attend the training period with Nagarro. In case you do not attend, the offer shall be withdrawn.



Principal
Dronacharya College of Engg.
Farrukh Naaz

Admission Dronacharya Group of Institutions

From: TPO <tpo@gnindia.dronacharya.info>
Sent: Monday, January 31, 2022 4:12 PM
To: 'TPO'
Cc: director@gnindia.dronacharya.info; principal@ggnindia.dronacharya.info
Subject: Regarding Selection || Congratulations|| Nagarro || Batch 2022
Attachments: image001.png; image002.gif

Follow Up Flag: Follow up
Flag Status: Completed

Dear Ma'am,

Greetings!!

Sharing the Selection List of Nagarro.

PFB the feedback for the interviews held on 25th January 2022.

Congratulations to the final recruits and we look forward to see them on board soon

S. No.	Name	E-mail ID	College
1	Nikhil Jain	nikhiljainfeb15@gmail.com	Dronacharya College of Engineering, Gurgaon
2	Abhinish Pratap Singh	abhinishpratapsingh@gmail.com	Dronacharya College of Engineering, Gurgaon
3	Radhika	radhika.21085@ggnindia.dronacharya.info	Dronacharya College of Engineering, Gurgaon
4	Richy Chhabra	richychhabra26@gmail.com	Dronacharya College of Engineering, Gurgaon
5	Ravit Kumar	ravitsingh8268@gmail.com	Dronacharya College of Engineering, Gurgaon
6	Dheeraj Vats	dheerajvats61@gmail.com	Dronacharya College of Engineering, Gurgaon
7	Preeti Trivedi	preetitrivedi2302@gmail.com	Dronacharya College of Engineering, Gurgaon
8	Vipul Kumar	vipulrohilla172@gmail.com	Dronacharya College of Engineering, Gurgaon
9	Saurabh Bisht	saurabhsidd42@gmail.com	Dronacharya College of Engineering, Gurgaon
10	Basant Jha	basantprashant@gmail.com	Dronacharya College of Engineering, Gurgaon
11	Aditya Gaur	adityag200@gmail.com	Dronacharya College of Engineering, Gurgaon

Thanks & Regards,
Richa Jaiswal
Training & Placement Officer,
Dronacharya Group of Institutions,
Phone: 0120- 2322022
Extension: 227
Mobile: 8960322672, 9910380105
E-mail: tpo@gnindia.dronacharya.info
Website: www.dronacharya.info
Address: 27, Knowledge Park III – Greater Noida – 201 306 (U.P)


Principal
Dronacharya College of Engg.
Farrukh Nagar - 200048

Admission Dronacharya Group of Institutions

From: TPO <tpo@gnindia.dronacharya.info>
Sent: Friday, January 21, 2022 1:07 PM
To: 'TPO'
Cc: 'Director Director'; principal@ggnindia.dronacharya.info
Subject: Regarding Selection || Congratulations|| Nagarro || Batch 2022
Attachments: image001.png; image002.gif

Dear Ma'am,

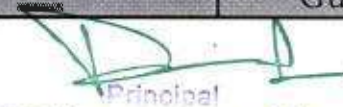
Greetings!!

Sharing the Selection List of **Nagarro**.

Please find the attached list of selected students for all the mentioned profiles and their joining date will be confirmed soon to you, Kindly block them for **Nagarro**.

Congratulations to the final recruits and we look forward to see them on board soon.

Sr.no	Name	E-Mail	College
1	Sanjeev Soni	Sanjeevsoni6991@gmail.com	Dronacharya College of Engineering, Gurgaon
2	Shubham Goyal	674shubhamgoyal@gmail.com	Dronacharya College of Engineering, Gurgaon
3	Rinney Sengar	rinneysengar121@gmail.com	Dronacharya College of Engineering, Gurgaon
4	Vijay Deep	deepvijay94@gmail.com	Dronacharya College of Engineering, Gurgaon



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123609

Thanks & Regards,
Richa Jaiswal
Training & Placement Officer,
Dronacharya Group of Institutions,
Phone: 0120- 2322022
Extension: 227

March 14, 2022

Training & Offer Letter

Dear Sachin,

Congratulations!

We are pleased to inform you that you have cleared our selection process. We'd like to offer you a training and subsequent job at Nagarro. You will begin your career as a **Trainee** and upon successful completion of your training, you will be promoted to be an **Associate Engineer** at Nagarro.

Training is an essential part of any fresher's onboarding process as it provides opportunities to work on latest technologies and exciting projects. We believe that the best way to learn is by working on real-world applications as compared to dummy projects.

We expect you to join us on April 13, 2022, when you will be in your last semester. You will be paid a stipend of Rs 19,000/- per month during the training period i.e., till October 2022.

If your performance is rated truly exceptional (outstanding) during training, you will be promoted to Associate Engineer just after 6 months of training on a package of *Rs 4.5 LPA. If your performance is rated less than outstanding during the period, you will be promoted to **Associate Engineer in December 2022**.

In case of any query related to your offer please drop in an email at campushiring@nagarro.com

To help complete joining formalities, may we request you to carry the following documents with you on the joining date.

- One Passport size photograph
- Proof of age
- Proof of Education Qualifications

We welcome you to a passionate and fun-filled pursuit of excellence at Nagarro!



Swati Yadav
Director
People Enablement, Nagarro

*The offer placed to you will be valid only if you attend the training period with Nagarro. In case you do not attend, the offer shall be withdrawn.



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Anushka Nair <anushka.nair@neosofttech.com>
Sent: Monday, March 7, 2022 5:58 PM
To: tpo@ggnindia.dronacharya.info
Cc: Mahima neosoft
Subject: Re: Dronacharya - NeoSOFT Tehnologies - Trainee Software Engineer - Selection

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Renu,

This is to inform you the below candidates have qualified the selection process for the role of Trainee Software Engineer. We are glad to have them join the NeoSOFT Family.

1. SHIVANI DWIVEDI
2. SAHIL SANDHU
3. ANANT SINGH
4. SACHIN SAHARAN
5. ABHISHEK RAI
6. MAYANK TANWAR

Congratulations to the select !!

We shall share the offer letter in due course. Kindly inform the Selects for the same.

Regards,

Anushka Nair

Associate Specialist (Talent Acquisition)

+91 8097289205

anushka.nair@neosofttech.com

Anushka Nair

www.neosofttech.com



On 04-03-2022 16:43, Anushka Nair wrote:

Dear Officer,

Please find below shortlists and their schedules for the Round 2: Technical Interview.

Kindly ensure their sign up process is completed.

Date - 5th March, 2022, Saturday.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122808

Sachin Saharan	11.30 am	https://meet.google.com/iog-jifb-ahm
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Anant Singh	12.00 pm	https://meet.google.com/uxf-pymr-kwr
Sahil Sandhu	10.00 am	
ABHISHEK SINGH	10.30 am	
Lalit sehwat	11.00 am	
Abhishek Rai	11.30 am	
Rajesh kumar jha	12.00 pm	
Bikram singh	12.30 pm	
Mayank Tanwar	1.00 pm	
Shivani Dwived	1.30 pm	

Please convey the same to students.







Strictly Follow the below Guidelines :

- The interview is supposed to be held on **Google Meet**.
- The candidate must be required to keep their Video On throughout the interview.
- Please keep a **check on the internet connectivity** and join via **Laptop or desktop only**.
- Candidate must pay keen attention to the **Date and Time** of their interview and join the **assigned google link only**.
- In case there is any delay in starting the meeting, candidate must wait until allowed into the meeting.
- There might be some **coding questions** for which candidates can use the 'Whiteboard' in the meeting or a word document on their Laptop/Desktop and share their screen.
- The candidate must be ready for their interview around **10 minutes to 15 minutes before their assigned time**, as there may be rescheduling of slots.

Any other issues faced thereafter, must be immediately brought into notice of the NeoSOFT team.

In case of any backouts/ dropouts /not available, We would appreciate if you can let us know.

Regards,

<p>Anushka Nair Associate Specialist (Talent Acquisition)</p> <p>+91 8097289205</p> <p>anushka.nair@neosofttech.com</p> <p>Anushka Nair</p> <p>www.neosofttech.com</p> <p>   </p>	 <p>25 + Years of Excellence</p> <p> Principal Dronacharya College of Engg. Farukh Nagar - 122009</p>
--	--

On 03-03-2022 19:58, Anushka Nair wrote:

Dear Renu,

Below are the list of candidates, who have qualified the Round 1: Online test. They shall have their Technical Interview Lined up for 5th/6th Feb 2022.

1. Shivani Dwivedi
2. Sachin Saharan
3. Anant Singh
4. Sahil Sandhu
5. ABHISHEK SINGH
6. Lalit sehrawat
7. Abhishek Rai
8. Rajesh kumar jha
9. Bikram singh
10. Mayank Tanwar

We shall share their Interview Schedule and link by tomorrow. Kindly inform the candidates about the same.

Regards,

Anushka Nair Associate Specialist (Talent Acquisition) +91 8097289205 anushka.nair@neosofttech.com Anushka Nair www.neosofttech.com ir f ca tw	NeoSOFT 25 + Years of Excellence	
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Principal
Dronacharya College of Engg.
Farrukh Nagar - 125009

Admission Dronacharya Group of Institutions

From: saurabh bisht <saurabhsidd42@gmail.com>
Sent: Thursday, December 16, 2021 5:44 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Congratulations Netprophets II Offer Letter || Saurabh Bisht || Software Engineer-Trainee
Attachments: Offer Letter_Saurabh Bisht.pdf

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

From: Lydia George <lydia.george@netprophetsglobal.com>
Date: Tue, Nov 16, 2021 at 5:33 PM
Subject: Congratulations Netprophets II Offer Letter || Saurabh Bisht || Software Engineer-Trainee
To: <saurabhsidd42@gmail.com>
Cc: Rashmi Singh <rashmi.singh@netprophetsglobal.com>, Prachi Sharma <prachi.sharma@netprophetsglobal.com>, Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Dear Saurabh,

Welcome to Netprophets!

It gives us great pleasure to inform you that your candidature is found suitable for **Netprophets**. We are pleased to extend an offer of employment with the following details:

Designation	Software Engineer - Trainee
Joining Date	15th Dec, 2021

Kindly carry below listed documents on the day of your joining. You need to carry both originals and copies for verification.

Personal Data	
5 Photographs with White Background (Passport size)	
PAN No (Mandatory). In case of non-availability of PAN, photocopy of application.	
Educational Certificates.	
Aadhaar Card (Mandatory).	
Passport, if available	


Principal
Dronacharya College of Engg.
Farukh Nagar - 123696

Reporting Time: 10:30 AM

We look forward to welcoming you at Netprophets and wish you a rewarding career with us.

In case you need any information or clarification, please do contact us.

Note:

- 1. On receiving this mail, please reply back with your acceptance within 3 days. In case of Non Submission the Offer will stand auto-revoke.**
- 2. You will have to reach the office on 15th Dec, 2021 at 10:30 a.m.**

ABOUT US

NetProphets Cyberworks, founded in the year 2000, is an CMMi level3, ISO 27001:2013, ISO 9001:2015 and PCI-DSS certified company, offering integrated business solutions. Our mission is to be a value-centric, integrated services firm on a global stage. We offer a full service consulting and development base, with focus on Data Warehousing and Data Intelligence and Custom Application services. Our client list comprises a roster of blue-chip Indian and International clients.

Our offices are situated in Delhi NCR, Noida, India.

Best Regards,

Lydia George | Sr. HR Executive

NetProphets Cyberworks Pvt. Ltd.


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Uday Veer <uveer@in.nifco.com>
Sent: Saturday, February 19, 2022 12:45 PM
To: 'TPO'
Cc: 'Ravinder Yadav'; principal@ggnindia.dronacharya.info
Subject: RE: DETAILS REGARDING CAMPUS HIRING
Attachments: image007.jpg; image008.png; image009.png; image010.png; image011.png; image012.png; image013.png; image014.jpg

Dear Renu madam,

Greetings..

As discussed, further find below detail for you kind acknowledgment.

Members Selected:-

Roll No.	Name of the candidate	Contact No	Email-ID
12324	Anup Rathod	9953246748	Anuprathod7815@gmail.com
13309	Aryan Pandey	7988154869	pandeyaryan825@gmail.com
21320	Hrithik Yadav	8826689699	hrithik1296.yadav@gmail.com
21932	Lakshay Sharma	7827462433	sharmalk551@gmail.com

Date Of Joining – 02nd March 2022 at 08:45 AM
Stipend/Apprenticeships- 15K

Documents to be carried by Candidates:-

1. 5 Passport size photos
2. Aadhar card
3. Pan card
4. Education documents

Further kindly note that we've already communicated the same to candidates as well.

Thanks.

Best Regards 

UDAY VEER
ASSISTANT MANAGER – HR & ADMIN

NIFCO
WOWING THE WORLD

Nifco India Pvt. Ltd.

Plot no-122 & 103, Sector-8, IMT-Manesar

Gurgaon-122050


Haryana, India

Mobile: +91 9711184899

Desk No: 0124-4998215

E-Mail Id:- uveer@in.nifco.com / hrm@in.nifco.com

Web: www.nifco.com


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



Showroom



Fastener



Damper



Buckle



Movie

From: Uday Veer <uveer@in.nifco.com>

Sent: 09 February 2022 15:42

To: 'TPO' <tpo@ggnindia.dronacharya.info>

Cc: 'Ravinder Yadav' <ryadav@in.nifco.com>; 'principal@ggnindia.dronacharya.info' <principal@ggnindia.dronacharya.info>

Subject: RE: DETAILS REGARDING CAMPUS HIRING

Importance: High

Dear Renu madam,

Greetings..

Thanks for your wonderful response & support..!

In reference to our discussion, We have found following members will be more appropriate for F2F round after successful telephonic round.

Roll No.	Name of the candidate	Contact No	Email-ID
12319	Abhishek	8368065302	abhisheksharma6708@gmail.com
12324	Anup Rathod	9953246748	Anuprathod7815@gmail.com
12353	Sparsh Misra	9871628916	sparshmisra1998@gmail.com
13307	Ankush	7827560991	jonigoyat550@gmail.com
13309	Aryan Pandey	7988154869	pandeyaryan825@gmail.com
13325	Sudhir Kumar Mehto	7982333437	sudhirkumar79823@gmail.com
20337	Neeraj Singh Ahlawat	9958461081	neerajah33@gmail.com
21320	Hrithik Yadav	8826689699	hrithik1296.yadav@gmail.com
21339	Siddarth Gaur	9315511842	siddhartgaur4936@gmail.com
21931	Rahul Bhakuni	8802883240	bhakunirahul7@gmail.com
21932	Lakshay Sharma	7827462433	sharmalk551@gmail.com

Kindly offer your extended support to make these candidates available on 16th Feb at 11:30AM at our site for F2F round. Address mentioned in signature.

Key Notes for Candidates:-

- 1 Ensure all candidates must wear N95
- 2 Must carry their update CV
- 3 Vaccination certificate in phone

For further any query or support kindly contact undersigned.

Thanks.

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Best Regards

UDAY VEER



Nifco India Pvt. Ltd.

Plot no-122 & 103, Sector-8, IMT-Manesar

Gurgaon-122050

Haryana, India

Mobile: +91 9711184899

Desk No: 0124-4998215

E-Mail Id:- uveer@in.nifco.com / hrm@in.nifco.com

Web: www.nifco.com



From: TPO <tpo@ggnindia.dronacharya.info>

Sent: 03 February 2022 17:47

To: 'Uday Veer' <uveer@in.nifco.com>

Cc: 'Ravinder Yadav' <ryadav@in.nifco.com>; principal@ggnindia.dronacharya.info

Subject: RE: DETAILS REGARDING CAMPUS HIRING

Dear Uday Sir,

Greetings!!

Please find attached database of interested students for your kind reference.

Looking forward to schedule.

Kind Regards,

Renu Dua

From: TPO [<mailto:tpo@ggnindia.dronacharya.info>]

Sent: Wednesday, February 2, 2022 6:12 PM

To: 'Uday Veer'

Cc: 'Ravinder Yadav'; principal@ggnindia.dronacharya.info

Subject: RE: DETAILS REGARDING CAMPUS HIRING

Dear Uday Sir,

Greetings!!

Thank you so much for sharing the opportunity.

As discussed, we will share the database of interested students tomorrow.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Principal
Dronacharya College of Engg.
Farrukh Nagar - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Uday Veer [<mailto:uveer@in.nifco.com>]
Sent: Wednesday, February 2, 2022 5:07 PM
To: tpo@ggnindia.dronacharya.info
Cc: 'Ravinder Yadav'
Subject: DETAILS REGARDING CAMPUS HIRING
Importance: High

Dear Renu Madam,

Greetings from Nifco India..!!

Trust you're doing well..

In reference to our discussion, this is to bring into your kind notice that we as an organization putting a proposal for **Campus Hiring** in your esteem institute with following details herewith:-

Position/ Job	Trainee for Manesar Unit
Industry Section	Molding & Engineering (For Japanese MNC)
Position Department	Production
Qualification for Campus Hiring	B.Tech in Mechanical
Batches Looking For	Latest Passed or Result Awaited only
Selection Criteria	Online Meeting & Face to face Meeting
Company Profile for Candidate reference	Company Profile:- www.nifcoindia.com Group Website:- www.nifco.com Corporate Video:- https://youtu.be/ADITorm4lo8
Products (To explore click on Picture)	     Showroom Fastener Damper Buckle Movie
Salary Range/ Stipend	15K per month
Other Benefits	State of Art Plant, Transportation & Canteen facility

kindly suggest further any needful requirements/arrangements from our side for campus hiring or acknowledge the same ASAP and share the profiles for

Looking for your positive response..

Thanks.

Best Regards 

UDAY VEER
ASSISTANT MANAGER – HR & ADMIN


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123508



Nifco India Pvt. Ltd.
Plot no-122 & 103, Sector-8, IMT-Manesar
Gurgaon-122050
Haryana, India
Mobile: +91 9711184899
Desk No: 0124-4998215
E-Mail Id:- uveer@in.nifco.com / hrrm@in.nifco.com
Web: www.nifco.com



Showroom Fastener Damper Buckle Movie

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Disclaimer: This e-mail (and any attachments), is confidential and may be privileged. It may be read, copied and used only by intended recipients. Unauthorized access to this e-mail (or attachments) and disclosure or copying of its contents or any action taken in reliance on it is unlawful. Unintended recipients must notify the sender immediately by e-mail/phone & delete it from their system without making any copies or disclosing it to a third person.

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123608

Admission Dronacharya Group of Institutions

From: Rahul Chaudhary <Rahul.Chaudhary@niit.com>
Sent: Monday, February 7, 2022 2:11 AM
To: tpo@ggnindia.dronacharya.info
Cc: Pooja Taneja Sohal
Subject: Documents required - Digital Engineering 2022
Attachments: Pre Employment Health Declaration_FinalVer-4Aug2021.pdf; Background Verification Form - new.docx

Follow Up Flag: Follow up
Flag Status: Completed

Dear Professors

Below students are selected

Adarsh Dubey	dubeyadarsh080@gmail.com	9315290084	Dronacharya College Of Engineer
Richy Chhabra	richychhabra26@gmail.com	9643898644	Dronacharya College Of Engineer
Ravit Kumar	ravitsingh8268@gmail.com	7982967187	Dronacharya College Of Engineer
Preeti Trivedi	preetitrivedi2302@gmail.com	7061318654	Dronacharya College Of Engineer

For Candidate

Kindly do attempt both test Cognitive (from Careers) and English (Strength-scape) VERY IMPORTANT (Do it by today)

Kindly send the following documents :-

1. 10th
2. 12th
3. Graduation documents
4. Aadhar (BOTH SIDE)
5. Pan
6. Vaccination Certificate
7. Passport Size Photo
8. Resume

Make sure all documents are clearly scanned

Please Note :

Send all documents in PDF or word format, make sure you are sending PDF of original documents. Kindly take a print out and fill BGV and Pre Employment Health form and send with documents. You have to put signature on every page (Digital Signature will also work if not able to take print out), leave the page blank if it is not relevant to you.

Once you are done with both the test kindly use Cognitive Ignite Test link and click small + sign and update your

profile

In employment section put NA and proceed, In reference section put your TPOS sir/mam name and mobile no. In the end once profile is complete it will pop up a message (PDF CLOSE if you are not getting this message it means you are missing something)

Kindly send all documents as soon as possible.

Any issue kindly contact me.

Regards

Rahul

Rahul Kumar Chaudhary
Campus Recruiter

Mobile: 8130208287

Email: rahul.chaudhary@niit.com

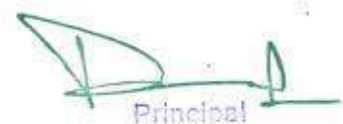
Sector 34 Gurgaon

Visit us at: <http://www.niit.com>

Follow us on: <http://www.twitter.com/niitltd>

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Principal

Dronacharya College of Engg.
Farukh Nagar - 122605



GSTIN: 06AADC00491R1ZZ
CIN: U72900HR2019PTC083283

1st February 2022

To,
Aman Yadav
OneBanc072

APPRAISAL LETTER

Dear Aman,

We were glad to speak to you and share your revised stipend, Level and Designation w.e.f 1st February 2022. The same is mentioned hereunder:

Designation	Intern - Business Development
Level	7.2
Annual Fixed Stipend	INR 420000

Our endeavour is to provide you a platform to thrive and grow faster. We would like to thank you once again for your efforts during the year. Cheers to the exciting journey ahead!

On Behalf of OneBanc Technologies Pvt. Ltd.

Ishita Mehta
Director - HR

Principal
Dronacharya College of Engg.
Farukh Nagar - 123509

APPOINTMENT LETTER

Date: 23-Aug-21

To,

Anubhav Sharma
House number 5031, sector 11, Jind, Haryana

Dear Anubhav Sharma,

OneBanc Technologies Private Limited ("Company"), having its registered office at 16A/T16, Central Park - II, Sector - 48, Gurugram, Haryana - 122018 is pleased to appoint you as Intern, effective from 23-Aug-21 on the following terms and conditions:

1. Appointment and Reporting

- 1.1 Your employment with the Company will continue until terminated in accordance with Section 13 below.
- 1.2 You will report to Saurabh Singh. Your reporting is liable to change at the sole discretion of the Company.
- 1.3 Your initial place of posting is Gurgaon. However, at the sole discretion of the Company, you will be liable to be transferred/deputed from office of the Company to another anywhere in India or abroad and/or from one department to another or from one establishment to another and/or to any other concern including to any of Company's affiliates, associates, group companies and/or entities in which the Company may be having any interest whether existing or which may be set up in the future.
- 1.4 Your appointment is subject to any background checks, if any, to be conducted by the Company. If the results of your background check reveal information that is inconsistent with our standards, this offer may be rescinded or your employment with the Company may be subject to immediate termination.

2. Duties

- 2.1 You will perform all acts, duties and obligations and comply with such orders of the Company or your superiors as are reasonably consistent with your job title. The Company may require you to undertake the duties of another position, either in addition to or instead of the above duties, it being understood that you will not be required to perform duties which are not reasonably within your capabilities.
- 2.2 The Company may require you (as part of your duties of employment) to perform duties or services not only for the Company but also for any of its subsidiaries or associated companies where such duties or services are of a similar nature to or are consistent with your position with the Company. You may also be required on a temporary basis to work at any customer premises based in India or overseas.

Principal

Dronacharya College of Engg.
Farukh Nagar - 122506

Correspondence Address:

OneBanc Technologies Private Limited, 16 A, Tower 16,
CPR - II, Sohna Road, Sector 48, Gurugram, Haryana 122018

Email:

support@OneBanc.ai
CIN : U72900HR2019PTC083283

3. Remuneration, Expenses and Deductions

- 3.1 Your monthly stipend will be INR 25,000/- (Rupees Twenty Five Thousand only) on a cost-to-company basis. Your salary structure is provided in Annex 1.
- 3.2 Salaries and allowances will be subject to income tax deduction at source (TDS) as per the prevailing taxation laws and will be credited to your bank account on the last day of each month.
- 3.3 The Company's practice is to review salaries annually and increases in your salary will be subject to your performance, the then existing market conditions and the Company's discretion.
- 3.4 You will be paid or reimbursed for any reasonable expenses properly incurred by you while performing your duties on behalf of the Company, subject to your producing appropriate receipts in respect of such expenses when requested by the Company, and subject to your compliance with the Company's rules and policies relating to expenses.
- 3.5 You will be responsible for filing and managing all your tax returns, including all related liabilities.

4. Probation

The first 3 months of your employment with the Company will be a probationary period and subject to such extensions as the Company deems fit. Upon successful completion of the probationary period you will be appointed as a full-time employee of the Company. You will automatically be deemed to be confirmed with the Company, at the end of probation period, until and unless specifically communicated to the contrary in writing. Your period of probation will be considered for calculation of any benefits that you will be entitled to on becoming a full-time employee of the Company.

5. Hours of Work

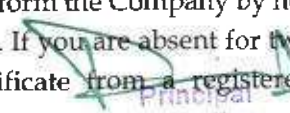
- 5.1 Your normal working days will be from Monday to Saturday. However, the Company reserves the right to change your start and finish times and the days upon which you work. However, you would be expected or possibly required to work additional hours, when the proper performance of your work so requires.

6. Annual Leave with Wages

- 6.1 You are entitled to 18 days' annual leave with wages on completion of a full calendar year. You will be entitled to carry forward a maximum of 10 days' annual leave per calendar year. Your annual leave with wages entitlement will also be subject to the Company's leave policy as contained in the Company's employee handbook.
- 6.2 You must obtain the prior approval of your manager before booking holiday dates.

7. Sickness

- 7.1 You are eligible for 7 days of sick leave. You must inform the Company by no later than 9:30 a.m. on the day you commence your sick leave. If you are absent for two working day or more, you must provide a medical certificate from a registered medical practitioner.


Principal
Dronacharya College of Engg -
Farukh Nagar - 122506

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Email:

support@OneBanc.ai
CIN : U72900HR2019PTC083283

8. Benefits

8.1 The Company is committed to providing its employees comprehensive and competitive levels of compensation and benefits.

8.2 Details of the benefits programs can be obtained from the Company's HR Department. The Company reserves the right to terminate or substitute any benefits programs (s) or amend the scale of benefits including the level of benefits. If any benefits programs provider (including but not limited to a government or statutory agency or any insurance company) refuses for any reason (whether based on its own interpretation of the terms of the insurance policy or otherwise) to provide any benefits to you, the Company shall not be liable to provide any such benefits itself or any compensation in lieu thereof.

9. Company's Employee Handbook

The provisions of the HR Policies of the Company and any other policies, rules and regulations relevant to employment and human relations (as amended from time to time) shall govern your employment except so far as they are inconsistent with the terms of this letter. The HR Policies of the Company can be obtained from the Company's HR Department.

10. Equal Opportunity Employment

The Company is an equal opportunity employer and does not permit discrimination or harassment on the ground of sex, pregnancy, marital or family status or disability.

11. Exclusivity of Service

11.1 You are required to devote your full time, attention and abilities to your job duties during working hours and to act in the best interests of the Company and its associated companies at all times during the course of your employment with the Company.

11.2 You must not carry on, without the prior express written permission of the Company any lecturing or any business activities or render any services of a business, commercial, or professional nature, directly or indirectly, whether or not for compensation, for the benefit of anyone other than the Company.

11.3 During the employment, you shall not undertake any activity which creates, or could create, an actual or perceived conflict of interest with your employment, or which in any way compromises your duty of loyalty to the Company.

12. Confidential Information and Inventions Assignment

12.1 As an employee of the Company, you will have access to the Company's Confidential Information and you may, during the course of your employment, develop certain information or inventions, which will become the property of the Company, its associated companies, subsidiaries or that of its customers or partners. Accordingly, you agree to sign and be bound by the separate Employee Non-disclosure of Proprietary Information and Inventions Assignment Agreement ("Employee Proprietary Information and Inventions Assignment Agreement") set out in Annex 2 as well as a deed of assignment as and when necessary.

Principal

Dronacharya College of Engg.
Farukh Nagar - 123508

Correspondence Address:

OneBanc Technologies Private Limited, 16 A, Tower 16,
CPR - II, Sohna Road, Sector 48, Gurugram, Haryana 122018

Email:

support@OneBanc.ai
CIN : U72900HR2019PTC083283

- 12.2 Under any or all circumstances, you agree not to make any public statements nor press releases about any customer of the Company or project you are assigned to work on or are working on or about any competitors of that customer, without written authorization from the Company. "Customer" for the purpose of this Agreement means any person or entity to which the Company has provided goods or services at any time during the period commencing six (6) months prior to your employment with the Company and ending on the date your employment with the Company ends.
- 12.3 If during the term of employment, you breach or violate any of the terms set out in this clause or in the Employee Proprietary Information and Inventions Assignment Agreement, you agree that this shall be sufficient cause for the Company to terminate your employment. You acknowledge and agree that the termination of your employment shall be without prejudice to any other legal remedies that the Company may have against you.

13. Termination of Employment

- 13.1 During your probationary period, either the Company or you may terminate your employment with a notice of 7 days or payment of salary in lieu thereof. Upon completion of your probationary period or if no probationary period applies, either the Company or you may terminate your employment for convenience, on not less than 30 days written notice or payment of salary in lieu thereof. For this purpose, salary shall mean Cost to Company (CTC). These provisions are subject to clauses 13.3 and 13.4 below. However, in case any disciplinary proceedings are either contemplated or pending against you, the Company reserves the right not to accept your resignation.
- 13.2 The Company reserves the right to terminate your services in the event you are medically unfit continuously for 30 days and you are unable to produce a medical certificate that satisfies the Company or you fail to subject yourself to an examination by the Company designated doctor or when you do so, you do not get a confirmatory medical certificate from the Company designated doctor.
- 13.3 In the event of termination of your employment with the Company, for any reason, you must complete all pending assignment(s) to the satisfaction of the Company, before your services are released. Upon termination, whether for cause or without cause, you shall:
- not at any time thereafter, make any untrue or misleading oral or written statements about the Company, its business. Further, you will not represent or permit yourself to be held out as being in any way connected with, directly or indirectly, or being interested in the business of the Company, except as a former employee of the Company for the purpose of communicating with prospective employers or complying with any applicable statutory requirements;
 - not at any time thereafter use the name of the Company or any other name capable of confusion therewith (whether by using such names as part of a corporate name or otherwise); and

Principal,
Dronacharya College of Engg,
Farrukh Nagar - 123506

Correspondence Address:

OneBanc Technologies Private Limited, 16 A, Tower 16,
CPR - II, Sohna Road, Sector 48, Gurugram, Haryana 122018

Email:

support@OneBanc.ai
CIN : U72900HR2019PTC083283

- c. immediately return to the Company all Confidential Information equipment, correspondence, records, specifications, software, disks, models, notes, reports and other documents and any copies thereof and any other property belonging to the Company or its associated companies (including but not limited to the Company's car, keys, credit cards, equipment and passes) which are in your possession or under your control. You must, if so required by the Company, confirm in writing that you have complied with your obligations under this clause 13.3 (c).
- 13.4. Upon termination of your employment, but before the last pay of monthly service compensation (final payment), a final payment and release of all claims settlement shall be drawn up by the Company and submitted to you for review and signature. The final payment is subject to any deduction by the Company of any outstanding loans or other amounts demonstrably due from you, or any withholding or deduction from any validly accrued statutory payments (to be made to you), such as gratuity, that are so withheld or deducted by the Company, due to you being found guilty of gross misconduct or such other reason as stipulated or permitted under the law relevant to such statutory payment.
 - 13.5 The Company reserves the right to require you not to attend at work and/or not to undertake all or any of your duties of employment during any period of notice (whether given by you or the Company), provided always that the Company shall continue to pay your salary and contractual benefits for the duration of this agreement. You agree that your obligations under section 12 and of good faith, loyalty and fidelity shall remain in force even for the duration of your garden leave.
 - 13.6 Notwithstanding the provisions of section 13.1 above, the Company reserves the right to terminate your services without any notice or compensation as a part of disciplinary action in situations including, but not limited to violation of any 'Code of Conduct' of the Company, criminal prosecution by law enforcing agencies, violation of the Employee Proprietary Information and Inventions Assignment Agreement and breach of employment conditions, trust or financial integrity.

14. Non-Compete and Non-solicitation

- 14.1 During your employment and for a period of twelve (12) months after the termination of employment (the "Restricted Period"), you shall not:
 - a. solicit any customer of the Company with whom you had contact in the 12 months leading up to the date of cessation of your services with the Company, to offer any services, similar to the services offered by the Company;
 - b. solicit or induce any employee of the Company to (i) terminate his/her employment with the Company, or (ii) breach his/her terms of employment/engagement with the Company;
 - c. during the term of engagement of an independent contractor, solicit or induce any independent contractor of the Company to (i) terminate its contractual relationship with the Company, (ii) breach its terms of engagement with the Company or (iii) accept any contract (directly or indirectly) or other arrangement for providing services to any competitors;

Correspondence Address:

OneBanc Technologies Private Limited, 16 A, Tower 16,
CPR - II, Sohna Road, Sector 48, Gurugram, Haryana 122018

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123503

Email:

support@OneBanc.ai
CIN : U72900HR2019PTC083283

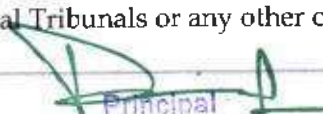
- d. start, promote, undertake, partner, operate, acquire/hold a stake in, enter the employment of, consult for, be engaged by, render any services to, or be concerned in any way with a business, firm, company or person specified in Annex 2, where the termination of your employment with the Company has not arisen as a consequence of the Company exercising its right of termination for convenience as set out in Clause 13.1 above;
 - e. enter the employment of, consult for, be engaged by, or render any services in or to, any competitor or any of their subsidiaries;
 - f. abet or aid the solicitation or inducement by or through any competitor, of any of the existing or prospective clients or customers of the Company in order to entice such clients or customers away from the Company.
- 14.2 You hereby agree that the scope of the obligations contained in Clause 14.1 above are reasonable and are not unduly harsh or oppressive. However, should a court of competent jurisdiction ever find any of the provisions of Clause 14.1 above to be invalid or unenforceable, you hereby agree that the other provisions of Clause 14.1 shall remain fully valid and in full force, to the extent legally possible.
- 14.3 You agree that the Company may, in its sole discretion during the tenure of employment, amend or modify list of competitor from time to time by adding or deleting the names of organizations.

15. Miscellaneous

- 15.1 The various provisions and sub-provisions of this letter are severable and if any provision or sub-provision or identifiable part thereof is held to be invalid or unenforceable by any court of competent jurisdiction then such invalidity or unenforceability will not affect the validity or enforceability of the remaining provisions or sub-provisions or identifiable parts thereof in this letter.
- 15.2 It is understood that this employment is being offered to you on the basis of the particulars submitted by you in your application for employment. However, if at any time it should emerge that the particulars furnished by you are false/incorrect or if any material or relevant information has been suppressed or concealed this appointment will be considered ineffective and irregular and would be liable to be terminated by the management forthwith without notice. This will be without prejudice to the right of the management to take disciplinary action against you for the same.
- 15.3 This appointment is also subject to:
- i. Your furnishing us a "relieving certificate" from your present/previous employer;
 - ii. The Company receiving full satisfactory reports from the references cited in the application; and
- 15.4 This letter is governed by and construed in accordance with laws of India, and you and the Company submit to the non-exclusive jurisdiction of the courts at Gurgaon, whether they be civil courts, labour courts, Industrial Tribunals or any other courts or authority of whatsoever nature.

Correspondence Address:

OneBanc Technologies Private Limited, 16 A, Tower 16,
CPR - II, Sohna Road, Sector 48, Gurugram, Haryana 122018


Principal
Dronacharya College of Engg-
Farrukh Nagar - 128600

Email:
support@OneBanc.ai
CIN : U72900HR2019PTC083283

- 15.5 Section headings are inserted for convenience only and will not affect the construction of this letter.
- 15.6 Any notices required or permitted hereunder shall be given to the appropriate party at the address specified above or at such other address as the party shall specify in writing, or by facsimile. Such notice shall be deemed given upon personal delivery to the appropriate address or if sent by certified or registered mail, three (3) days after the date of mailing. Such notice shall be given upon generation of a facsimile transmission confirmation receipt if sent by facsimile.
- 15.7 This Appointment Letter is the final, complete, and exclusive agreement of the parties with respect to the subject matter hereof and supersedes all prior or contemporaneous communications, understandings and agreements including the offer letter dated 23-Aug-21 between the Company and you.

We welcome you to OneBanc Technologies Private Limited and take this opportunity to wish you a long and successful career with us.

Please sign the duplicate copy of this letter in token of your acceptance of the above terms.

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



Vibhore Goyal
Founder

I agree with the terms and conditions of my employment with the Company as set out or referred to above.

Signed _____ Dated _____
Anubhav Sharma


Principal
Dronacharya College of Engg.
Farukh Nagar - 122004

Correspondence Address:

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CPR - II, Sohna Road, Sector 48, Gurugram, Haryana 122018

Email:
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CIN : U72900HR2019PTC083283

ANNEX 1
CTC STRUCTURE (Monthly Stipend)

Fixed Monthly Stipend

INR 25,000



Principal
Dronacharya College of Engg.
Farukh Nagar - 122506

Correspondence Address:

OneBanc Technologies Private Limited, 16 A, Tower 16,
CPR - II, Sohna Road, Sector 48, Gurugram, Haryana 122018

Email:

support@OneBanc.ai
CIN : U72900HR2019PTC083283

ANNEX 2 EMPLOYEE NON-DISCLOSURE OF PROPRIETARY INFORMATION AND INVENTIONS ASSIGNMENT AGREEMENT

This Employee Non-Disclosure of Proprietary Information and Inventions Assignment (the "Agreement") made and entered by and between OneBanc Technologies Private Limited ("Company"), having its registered office at 16A/T16, Central Park - II, Sector - 48, Gurugram, Haryana - 122018; represented by its authorised signatory Vibhore Goyal (hereinafter referred to as the "Company") and Anubhav Sharma, son of Vinod Kumar Sharma and Anjali Sharma and residing at House number 5031, sector 11, Jind, Haryana (hereinafter referred to as "Employee").

WHEREAS:

- I. The Company is incorporated under the Companies Act, 2013 of India and engaged in the business of Engagement and Hiring of Human Resources
- II. The Company had offered employment to the Employee as "Intern" and the Employee had accepted the offer of employment. The Company and the Employee have signed an Appointment Letter dated 23-Aug-21 wherein the Employee is obligated to sign on this Agreement, as part of the consideration for his employment.
- III. With a view to protect the Proprietary Information (as defined below) belonging to the Company, third parties and to assign the Inventions (as defined below) conceived by the Employee, the parties have entered into this Agreement.

NOW, THEREFORE, in consideration of the mutual promises and covenants hereinafter contained, it is agreed as follows:

1. Recognition of Company's Rights and Nondisclosure

At all times during the term of Employee's employment with the Company and thereafter, Employee shall hold in strictest confidence and shall not disclose, use, lecture upon or publish any of the Proprietary Information, except as such disclosure, use or publication may be required in connection with Employee's work for the Company, or unless an officer of the Company expressly authorizes such disclosure in writing. Employee shall obtain the Company's written approval before publishing or submitting for publication any materials (written, verbal, or otherwise) that relate to Employee's work at the Company and/or work that incorporates any Proprietary Information. Employee hereby assigns to the Company any rights that Employee may have or acquire in such Proprietary Information and recognizes that all such Proprietary Information shall be the sole property of the Company and its assigns, and that the Company and its assigns shall be the sole owner of all patent rights, copyrights, mask work rights, trade secret rights, design rights, and all other intellectual property rights throughout the world (collectively, "Proprietary Rights") in connection therewith. "Proprietary Information" shall mean trade secrets, confidential knowledge, data or any other proprietary information. By way of illustration, but not limitation, "Proprietary

Dronacharya College of Engg.
Farrukh Nagar - 122005

Correspondence Address:

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CPR - II, Sohna Road, Sector 48, Gurugram, Haryana 122018

Email:

support@OneBanc.ai
CIN : U72900HR2019PTC083283

Information" includes (a) inventions, mask works, trade secrets, ideas, processes, formulas, source, executable and object codes, data, programs, other works of authorship, know-how, improvements, developments, designs and techniques (hereinafter collectively referred to as "Inventions"); and (b) Confidential Information as defined in the Employee's Appointment Letter dated 8/23/2021.

For the purposes of this Agreement, the term "Associated Company" or its plural, shall mean, any subsidiary or holding company of the Company, any subsidiary of such holding company, and any company in which the Company or any such holding company holds or controls directly or indirectly not less than 20% of the issued share capital.

2. Third Party Information

Employee acknowledges that, the Company has received and in the future will receive from third parties, confidential or Proprietary Information ("Third Party Information") subject to a duty on the Company's part to maintain the confidentiality of such information and to use it only for certain limited purposes. During the term of Employee's employment with the Company and at all times thereafter, Employee shall hold Third Party Information in the strictest confidence and will not disclose (to anyone other than Company personnel who need to know such information in connection with their work for the Company) or use, except in connection with Employee's work for the Company, Third Party Information unless expressly authorized by an officer of the Company in writing.

3. Assignment of Inventions

Employee acknowledges that pursuant to the Copyright Act, 1957, the Company shall own all rights, title and interest in any copyrightable Inventions (and all Proprietary Rights with respect thereto) whether or not registrable, made, conceived, reduced to practice, or learned by Employee, either alone or jointly with others, during the term of Employee's employment with the Company. Notwithstanding the foregoing and subject to Clause 8 below, to the extent that, for any reason, the Company does not own all rights, title or interest in any Invention (or the Proprietary Rights with respect thereto) pursuant to the Copyright Act, 1957, or other intellectual property protection laws, Employee hereby assigns and agrees to assign in the future (when any such Inventions or Proprietary Rights are first reduced to practice or first fixed in a tangible medium, as applicable) in substantially the form of assignment as set out in Exhibit C to the Company all and any right, title and interest in and to any and all such Inventions (and all Proprietary Rights with respect thereto), whether or not patentable, registrable, or otherwise enforceable under any intellectual property laws, made or conceived or reduced to practice or learned by Employee, either alone or jointly with others, during the term of Employee's employment with the Company. Inventions owned by the Company or assigned to the Company, or to a third party as directed by the Company pursuant to this Clause 3, are hereinafter referred to as "Company Inventions."

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Correspondence Address:

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CPR - II, Sohna Road, Sector 48, Gurugram, Haryana 122018

Email:

support@OneBanc.ai
CIN : U72900HR2019PTC083283

4. **Government or Third Party**

Employee agrees to assign all Employee's rights, title and interest in and to any particular Invention to a third party, including, without limitation, any governmental entity, as directed by the Company.

5. **Enforcement of Proprietary Rights**

Employee shall assist the Company in every proper way to obtain and from time to time enforce foreign Proprietary Rights relating to Company Inventions in any and all countries. To that end, Employee shall execute, verify and deliver such documents and perform such other acts (including appearances as a witness) as the Company may reasonably request for use in applying for, obtaining, perfecting, evidencing, sustaining and enforcing such Proprietary Rights and the assignment thereof. In addition, Employee shall execute, verify and deliver assignments of such Proprietary Rights to the Company or its designee. It shall be Employee's obligation to assist the Company with respect to Proprietary Rights relating to such Company Inventions in any and all countries beyond the termination of Employee's employment, but the Company shall compensate Employee at a reasonable rate after Employee's termination for the time actually spent by Employee at the Company's request on such assistance. In the event that the Company is unable for any reason, after reasonable effort, to secure Employee's signature on any document needed in connection with the actions specified in the preceding paragraph, Employee hereby irrevocably designates and appoints Vibhore Goyal as Employee's agents and attorneys in fact, which appointment is coupled with an interest to act for and in Employee's behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraph thereon with the same legal force and effect as if executed by Employee. Employee hereby waives and quitclaims to the Company all rights, title, interest to any and all claims, of any nature whatsoever, which Employee now or may hereafter have for infringement of any Proprietary Rights assigned hereunder for the Company.

6. **Obligation to Keep Company Informed**

In order to protect the Company against unauthorized use of Company Inventions, Proprietary Rights and Company Proprietary Information, Employee agrees that during and after the period of Employee's employment, Employee shall promptly disclose to the Company fully and in writing and will hold in trust for the sole right and benefit of the Company any all Inventions authored, conceived or reduced to practice by Employee, either alone or jointly with others, during the period of Employee's employment with the Company and during the twelve (12) month period after the last day of Employee's employment with the Company. In addition, after termination of Employee's employment, Employee shall disclose all patent applications filed by Employee or on Employee's behalf within a year after termination of Employee's employment with the Company. At the time of each such disclosure, Employee shall advise the Company in writing of all Inventions that Employee believes fully qualify for protection under the provisions of Specific Inventions Law; and Employee shall at that time provide to the Company in writing all evidence necessary to substantiate that belief. Employee understands that the Company will keep in confidence and will not

Correspondence Address:

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CPR - II, Sohna Road, Sector 48, Gurugram, Haryana 122018

Email:

support@OneBanc.ai
CIN : U72900HR2019PTC083283

disclose to third parties without Employee's consent any proprietary information disclosed in writing to the Company pursuant to this Agreement relating to Inventions that qualify fully for protection under a Specific Inventions Law. Employee shall preserve the confidentiality of any Invention that does not fully qualify for protection under a Specific Inventions Law. In the event that an Invention (and the Proprietary Rights with respect thereto) made, conceived, reduced to practice, or learned by Employee, either alone or jointly with others, during the twelve (12) month period after the last day of Employee's employment with the Company, does not fully qualify for protection under a Specific Inventions Law, Employee hereby agrees to assign now and in the future to the Company, all Employee's right, title and interest in and to any such Inventions (and all such Proprietary Rights with respect thereto), whether or not patentable or registrable under copyright, or similar statutes.

7. **Court Mandated Disclosure**

In the event Employee is required, at any time during Employee's employment or thereafter, to disclose Proprietary Information of the Company or Third Party Information or any such information which may be construed as being confidential or proprietary information to the Company, pursuant to a valid and subsisting order of a court or other judicial, quasi-judicial or government body,

Employee shall, forthwith, upon receiving notice of the requirement of such disclosure, give adequate notice to the Company of any such requirement for disclosure so as to allow the Company a reasonable opportunity to limit such disclosure. In any event, in making such disclosure Employee shall only disclose such information as may be absolutely necessary and only to the extent expressly required by the court or other judicial, quasi-judicial or government body.

8. **Prior Inventions**

Inventions, if any, patented or unpatented, that Employee made prior to the commencement of Employee's employment with the Company are excluded from the scope of this Agreement. To preclude any possible uncertainty, Employee has set forth on Exhibit A attached hereto a complete list of all Inventions that Employee has, alone or jointly with others, conceived, developed or reduced to practice or caused to be conceived, developed or reduced to practice prior to commencement of Employee's employment with the Company, that Employee considers to be Employee's property or the property of third parties and that Employee wishes to have excluded from the scope of this Agreement (collectively referred to as "Prior Inventions"). If disclosure of any such Inventions on Exhibit A would cause Employee to violate any prior confidentiality agreement, Employee understands that Employee is not to list such Inventions in Exhibit A but is to inform the Company only the cursory name of such invention, a list of party(ies) to whom it belongs and the fact that full disclosure as to such inventions has not been made for that reason. If no such disclosure is attached, Employee represents that there are no Prior Inventions. If, in the course of the term of Employee's employment with the Company, Employee incorporates a Prior Invention into a Company's product, process or machine, the Company is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license (with rights to sublicense through multiple tiers of sublicenses) to make, have made, modify, use and

Correspondence Address:

OneBanc Technologies Private Limited, 16 A, Tower 16,
CPR - II, Sohna Road, Sector 48, Gurugram, Haryana 122018

Principal
Dronacharya College of Engg-
Farrukh Nagar - 122005

Email:

support@OneBanc.ai
CIN : U72900HR2019PTC083283

sell such Prior Invention. Employee hereby agrees, that, in the event that Employee incorporates a Prior Invention into a Company's product, process or machine that, such incorporation shall not result in a breach or violation of any confidentiality agreement by which Employee is bound and such incorporation shall not infringe the right(s) of any third party. Employee hereby agrees to indemnify the Company against all losses, damages or costs arising from any claim made by a third party with respect to any Prior Invention in breach of the covenants contained herein. Notwithstanding the foregoing, Employee agrees that Employee will not incorporate, or permit to be incorporated, Prior Inventions in any Company Inventions without the Company's prior written consent.

9. **Records**

Employee agrees to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Company) of all Proprietary Information developed by Employee and all Inventions made by Employee during the term of Employee's employment with the Company, which records shall be available to and remain the sole property of the Company at all times.

10. **Additional Activities**

Employee shall not, during the period of Employee's employment by the Company, without the Company's express written consent, engage in any employment or business activity other than for the Company, except that the Company's written consent shall not be required in order to engage in employment with any Associated Company.

11. **No Improper Use of Materials**

During Employee's employment by the Company, Employee shall not improperly use or disclose any confidential information or trade secrets, if any, of any former employer or any other person to whom Employee has an obligation of confidentiality, and Employee shall not bring onto the premises of the Company any unpublished documents of any property belonging to any former employer or any other person to whom Employee has an obligation of confidentiality unless consented to in writing by that former employer or person.

12. **No Conflicting Obligations**

Employee represents that Employee's performance of all the terms of this Agreement and as an employee of the Company does not and will not breach any agreement to keep in confidence information acquired by Employee in confidence or in trust prior to Employee's employment by the Company. Employee has not and shall not enter into, any agreement, either written or oral, in conflict herewith except that any agreement that Employee enters into with the Company or any subsidiary of the Company shall not violate this Clause 12.

13. **Return of Company Documents**

When Employee leaves the employ of the Company, Employee shall deliver to the Company all drawings, notes, memoranda, specification, devices, formulas and documents, together with all copies thereof, and any other material containing or disclosing any Company Inventions, Third Party Information, or Proprietary Information of the Company. Employee further agrees that any property situated on the Company's premises and owned by the Company, including disks and other storage media, filing cabinets or other work areas, is subject to inspection by the Company

Correspondence Address:

OneBanc Technologies Private Limited, 16 A, Tower 16,
CPR - II, Sohna Road, Sector 48, Gurugram, Haryana 122018



Email:

support@OneBanc.ai
CIN : U72900HR2019PTC083283

personnel at any time with or without notice. Prior to leaving, Employee shall cooperate with the Company in completing and signing the Company's termination statement as set out in Exhibit B.

14. Legal and Equitable Remedies

As the Employee's services are personal and unique and since Employee may have access to and become acquainted with Company Proprietary Information the Company shall have the right to enforce this Agreement and any of its provisions by injunction, specific performance or other equitable relief, without bond and without prejudice to any other rights and remedies that the Company may have for breach of this Agreement.

15. Notices

Any notices required or permitted hereunder shall be given to the appropriate Party at the address specified below or at such other address as the Party shall specify in writing, or by facsimile. Such notice shall be deemed given upon personal delivery to the appropriate address or if sent by certified or registered mail, three (3) days after the date of mailing. Such notice shall be given upon generation of a facsimile transmission confirmation receipt if sent by facsimile. Notices shall be effective upon receipt or refusal of delivery.

The Company

OneBanc Technologies Private Limited
16A/T16, Central Park - II, Sector - 48,
Gurugram, Haryana - 122018

The Employee

Anubhav Sharma
House number 5031, sector 11, Jind, Haryana

16. Notification to New Employer

In the event that Employee leaves the employment of the Company, Employee hereby consents to the notification of Employee's new employer of Employee's rights and obligations under this Agreement.

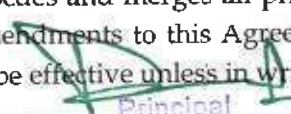
17. General Provisions

17.1 Governing Law and Jurisdiction

This Agreement will be governed by and construed according to the laws of the Republic of India. The courts at Gurgaon will have exclusive jurisdiction over any disputes arising out of this Agreement.

17.2 Entire Agreement

This Agreement sets forth the entire agreement and understanding between the Parties relating to the subject matter hereof and supersedes and merges all prior discussions between the Parties. No modification of or amendments to this Agreement, nor any waiver of any rights under this Agreement will be effective unless in writing signed by


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123003

Correspondence Address:

OneBanc Technologies Private Limited, 16 A, Tower 16,
CPR - II, Sohna Road, Sector 48, Gurugram, Haryana 122018

Email:

support@OneBanc.ai
CIN : U72900HR2019PTC083283

the Party to be charged. Any subsequent change or changes in Employee's duties, salary or compensation will not affect the validity or scope of this Agreement.

17.3 Severability

If one or more of the provisions in this Agreement are deemed unenforceable by law, then the remaining provisions will continue in full force and effect.

17.4 Successor and Assigns

This Agreement will be binding upon Employee's heirs, executors, administrators and other legal representatives and will be for the benefit of the Company, its successors and assigns.

17.5 Survival

The provisions of this Agreement shall survive the termination of Employee's employment and the assignment of this Agreement by the Company to any successor in interest or other assignee.

17.6 Employment

Employee agrees and understands that nothing in this Agreement shall confer any right with respect to continuation of employment by the Company, nor shall it interfere in any way with Employee's right or the Company's right to terminate Employee's employment at any time, with or without cause as per the employment agreement of even date.

17.7 Waiver

No waiver by the Company of any breach of this Agreement shall be a waiver of any preceding or succeeding breach. No waiver by the Company of any right under this Agreement shall be construed as a waiver of any other right. The Company shall not be required to give notice to enforce strict adherence to all terms of this Agreement.

17.8 Terms

Where the context so requires, the use of the masculine gender shall include the feminine and/or neuter genders and the singular shall include the plural, and vice versa.

17.9 Headings

Titles or headings to the Clauses of this Agreement are not part of the terms of this Agreement, but are inserted solely for convenience.

17.10 Effective Date

This Agreement shall be in effect as of the first day of Employee's employment with the Company, namely, 8/23/2021.


Principal
Dronacharya Collaps of Pagg.
Farukh Nagar - 122503

Correspondence Address:

OneBanc Technologies Private Limited, 16 A, Tower 16,
CPR - II, Sohna Road, Sector 48, Gurugram, Haryana 122018

Email:

support@OneBanc.ai
CIN : U72900HR2019PTC083283

EMPLOYEE UNDERSTANDS THAT THIS AGREEMENT AFFECTS EMPLOYEE'S RIGHTS TO INVENTIONS MADE BY EMPLOYEE DURING EMPLOYEE'S EMPLOYMENT, AND RESTRICTS EMPLOYEE'S RIGHTS TO DISCLOSE OR USE THE COMPANY'S PROPRIETARY INFORMATION DURING OR SUBSEQUENT TO EMPLOYEE'S EMPLOYMENT.

EMPLOYEE HAS READ THIS AGREEMENT CAREFULLY AND UNDERSTANDS ITS TERMS. EMPLOYEE HAS COMPLETELY FILLED OUT EXHIBIT A TO THIS AGREEMENT.



Principal
Dronacharya College of Engg.
Farukh Nagar - 122808

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CIN : U72900HR2019PTC083283

EXHIBIT A
PRIOR INVENTIONS

To,

OneBanc Technologies Private Limited
16A/T16, Central Park - II, Sector - 48,
Gurugram, Haryana - 122018

Dear Sirs:

The following is a complete list of all inventions or improvements relevant to the subject matter of my employment by OneBanc Technologies Private Limited (the "Company") that have been made or conceived or first reduced to practice by me, the Employee named below, alone or jointly with others prior to my employment by the Company that I desire to remove from the operation of the Company's Proprietary Information and Inventions Agreement.

- No inventions or improvements
- See below: Any and all inventions regarding
- Additional sheets attached

I, the Employee named below, propose to bring to my employment the following materials and documents of a former employer, in relation to which I hereby represent and warrant, I have every right to do so:

- No materials or documents
- See below

Dated _____

Employee _____


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122605

Correspondence Address:

OneBanc Technologies Private Limited, 16 A, Tower 16,
CPR - II, Sohna Road, Sector 48, Gurugram, Haryana 122018

Email:

support@OneBanc.ai
CIN : U72900HR2019PTC083283

EXHIBIT B TERMINATION STATEMENT

This is to certify that I do not have in my possession, nor have I failed to return, any papers, records, data, notes, drawings, files, documents, samples, devices, products, equipment, designs, computer programs, and other materials, including reproductions of any of the aforementioned items, belonging to OneBanc Technologies Private Limited, its parent company, its associated companies, holding company, subsidiaries, group companies, affiliates, successors, or assigns (together, the "Company") or any third parties, from whom the Company has received such materials, including the customers, vendors and subcontractors of the Company.

I further certify that I have complied with all the terms of the Employee Proprietary Information and Inventions Agreement executed between me and the Company (the "Agreement"), including the reporting of any Inventions (as defined therein) conceived or made by me (solely or jointly with others) covered by the Agreement.

I further agree that, in compliance with the Agreement, I will continue to abide by the terms of this Agreement to the extent required after termination of my employment and in particular, will continue to keep confidential, all Company Confidential Information.

I hereby affirm that the following, by way of illustration and not limitation, are Inventions to which I may have contributed during my employment and that these Inventions belong exclusively to the Company and the terms of this Agreement shall apply accordingly.

- No Inventions or improvements (✓/x)
 See below (✓/x)

- Whether Additional Pages Attached (✓/x)

Date: _____

Employee's Signature _____
Employee's Name: Anubhav Sharma


Principal
Dronacharya College of Engg.
Farukh Nagar - 125005

Correspondence Address:
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Email:
support@OneBanc.ai
CIN : U72900HR2019PTC083283

EXHIBIT C DEED OF ASSIGNMENT

This ASSIGNMENT is made on the 23-Aug-21 BETWEEN Anubhav Sharma, residing at House number 5031, sector 11, Jind, Haryana, of the One Part (hereinafter referred to as "the Assignor") and OneBanc Technologies Private Limited having its registered office at 16A/T16, Central Park - II, Sector - 48, Gurugram, Haryana - 122018 (hereinafter referred to as "the Assignee) of the Other Part.

WHEREAS the Assignor is the proprietor and employee of the Company in India of the _____ [specify the nature of intellectual property rights] as set out in the schedule attached hereto (hereinafter referred to as "IP Rights")

AND WHEREAS the Assignor has agreed to assign the IP Rights to the Assignee for consideration hereinafter appearing.

NOW THIS DEED WITNESSETH that in pursuance of the Agreement and in consideration of the sum of duly paid to the Assignor by the Assignee, the sufficiency and receipt of which is hereby acknowledged, the Assignor hereby assigns the IP Rights worldwide to the Assignee in perpetuity to hold the same unto the Assignee, its successors and assigns absolutely.

IN WITNESS WHEREOF the Assignor and the Assignee have caused their name and seal to be hereunto affixed the day and year first above written.

SCHEDULE

(Enclosed)

SEAL
ATTEST

For (Assignor)

(_____)

SEAL
ATTEST

For (Assignee)

(_____)

IN WITNESS WHEREOF, the Parties have executed this Agreement at Gurgaon as on the date first mentioned above.


Principal
Dronacharya College of Engg.
Farukh Nagar - 122018

Correspondence Address:

OneBanc Technologies Private Limited, 16 A, Tower 16,
CPR - II, Sohna Road, Sector 48, Gurugram, Haryana 122018

Email:

support@OneBanc.ai
CIN : U72900HR2019PTC083283

OneBanc Technologies Private Limited

Employee



Signature:

Signature:

Name: Vibhore Goyal

Name: Anubhav Sharma

Title: Founder

Title : Intern

Date: 23-Aug-21

Date: 23-Aug-21

Principal

Dronacharya College of Engg.
Farukh Nagar - 145009

Correspondence Address:

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CPR - II, Sohna Road, Sector 48, Gurugram, Haryana 122018

Email:

support@OneBanc.ai
CIN : U72900HR2019PTC083283

Admission Dronacharya Group of Institutions

From: Kanika Pandey <kanika.pandey@OneBanc.ai>
Sent: Wednesday, June 15, 2022 1:52 PM
To: tpo@ggnindia.dronacharya.info
Subject: Offered Candidates at OneBanc

Follow Up Flag: Follow up
Flag Status: Completed

Dear Renu,

Greetings from OneBanc!

Thank you for your overall cooperation during the hiring process at OneBanc. We are pleased to inform you that we offered the following candidates from your university and informed them about the same. Their Internship will be converted to full-time employment, the moment their graduation results are declared. Names of the candidates are mentioned hereunder

1. Sejal Khanna
2. Shivam Goyal
3. Rohit Yadav
4. Anubhav Sharma

We believe they will learn and grow at a fast pace with OneBanc.

As a response to this mail, we request you to confirm that the above-mentioned candidates shall not be allowed to sit for any placements through their college.

Wishing for a mutually beneficial relationship with your esteemed college in the coming year.

Regards,
Kanika Pandey
Associate- Talent Acquisition | OneBanc.ai | Earn.-Track. Invest. Grow
Mobile: +91 9773814679


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125006

Date:24/11/2021

Jatin Arora

Offer Letter

With the reference to the rounds of Interview you have had with us, we are pleased to offer you the position of "**Assistant Consultant - Development**" at our Corporate Office Gurgaon, we trust that your knowledge, skills and experience will be among our most valuable assets.

Your Emoluments will be INR **2,50,000/-** CTC per annum. As discussed, you're joining us on "**25th november 2021**". You are requested to bring the following documents at the time of your joining:

- **Original + Photocopy of Marksheets** (10th + 12th + Graduation + Post Graduation).
- **Original + Photocopy of Passing Certificates** (10th + 12th + Graduation + Post Graduation).
- Photocopy of last salary slip (last 3 months) if applicable.
- Relieving letter.
- PAN Card copy.
- Passport copy/ Proof of ID/ Proof of residence.
- Proof of birth (birth certificate/ Xth certificate).
- 2 passport size photographs.

The organization reserves the right to conduct a Background/Education/Previous Employment/Police Verification check. In case there is any negative report against you which may be detrimental to the interest of the company or if the information furnished by you is not true, the company reserves the right to terminate your services forthwith on the grounds of "Misrepresentation of Facts".

As a token of your acceptance of this offer you are requested to revert to this email stating that you are agreed to join on the Date specified above. No response to the email within 3 days shall be interpreted as rejection of the offer letter and would thus automatically stand cancelled.

You shall be required to report for On-boarding/ Joining Formalities latest by 10:00 AM on the mutually agreed upon date and location.

Congratulations and best wishes,

For Oodles Technologies Pvt Ltd.

I hereby accept the offer




Authorized Signatory:
HR Department

Signature

Name: _____

DG-18-009, Tower B, Emaar Digital Greens, Sector- 61, Gurugram, Haryana 122011 IN

T:+91-124-4368395, info@oodlestechnologies.com, www.oodlestechnologies.com


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125003

Annexure

Name: Jatin Arora

Date: 24th November, 21

Particulars	Monthly	Annually
Basic	15,001	180,012
HRA	1,042	12,504
Medical Allowances	417	5,004
Conveyance Allowance(Fixed)	417	5,004
Project Allowances	3,956	47,472
Total	20,833	2,50,000

**PF and TDS will be deducted from the CTC as per Govt. rule
You will be eligible for health insurance from the first day of joining.**



**Authorized Signatory:
HR Department**

**Signature
Name: _____**

DG-18-009, Tower B, Emaar Digital Greens, Sector- 61, Gurugram, Haryana 122011 IN

T: +91-124-4368395, info@oodlestechnologies.com, www.oodlestechnologies.com

Principal
Dronacharya College of Engg.
Farrukh Nagar - 142004

Admission Dronacharya Group of Institutions

From: Soni Dangi <sonidangi@orionmarineconcepts.com>
Sent: Monday, May 9, 2022 2:27 PM
To: 'TPO'
Cc: principal@ggnindia.dronacharya.info
Subject: RE: ORION CREDENCE SOLUTIONS PVT LTD-JD for Implementation Engineer/
Technical Support Executive
Attachments: image001.png

Dear Ms. Renu,
Good day!
Below are the feedback of the candidates:

Deepanshu Yadav-8/10-Can Consider seems to be good for coming developer.
Amish- 7/10 Humble but, Not for us.
Jay-Not selected
Yash Yadav-Not selected.
Jatin-Not Selected
Mayur - 04th May 2022 - Communication skills - 5 /10, Not selected.

Best Regards,

Soni Dangi

Senior Hr Executive

Orion Credence Solutions Pvt. Ltd.
sonidangi@orionmarineconcepts.com

M:8800244499, Tel: +91-124-4036622 / 4209280

www.orionmarineconcepts.com

<https://youtu.be/viDo2J8 qMs>

Unit 116, 1st Floor, Suncity Business Tower,

[Golf course Road, Sector 54, Gurgaon, Haryana, 122003, India](#)

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: 29 April 2022 15:43
To: 'Soni Dangi' <sonidangi@orionmarineconcepts.com>
Cc: principal@ggnindia.dronacharya.info
Subject: RE: ORION CREDENCE SOLUTIONS PVT LTD-JD for Implementation Engineer/ Technical Support Executive

Dear Soni Ma'am,

Greetings!!


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122606

This is to kind inform you that below mentioned students will attend the recruitment process on Wednesday & Thursday respectively.

Roll No.	Name	Branch	Date & Time
13106	Sudhir kumar chaurasiya	CSE	4 th May 2022, 2 PM
13200	Vikash kumar	ECE	4 th May 2022, 2 PM
13518	Mayur	CSIT	4 th May 2022, 2 PM
20176	Amish choudhary	CSE	5 th May 2022, 2 PM
21054	Jatin	CSE	5 th May 2022, 2 PM
21056	Jay Kumar	CSE	5 th May 2022, 2 PM
21143	Yash Yadav	CSE	5 th May 2022, 2 PM
21190	Deepanshu Yadav	ECE	5 th May 2022, 2 PM

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: TPO [<mailto:tpo@ggnindia.dronacharya.info>]

Sent: Wednesday, April 27, 2022 6:07 PM

To: 'Soni Dangi'

Cc: principal@ggnindia.dronacharya.info

Subject: RE: ORION CREDENCE SOLUTIONS PVT LTD-JD for Implementation Engineer/ Technical Support Executive

Dear Soni Ma'am,

Greetings!!

Please find attached database of interested students for your kind reference.

Looking forward to schedule.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122506



From: Soni Dangi [<mailto:sonidangi@orionmarineconcepts.com>]

Sent: Monday, April 25, 2022 11:37 AM

To: tpo@ggnindia.dronacharya.info

Subject: ORION CREDENCE SOLUTIONS PVT LTD-JD for Implementation Engineer/ Technical Support Executive

Dear Ms. Renu,

Good day!

As discussed over the telephone, we are glad to request you to share the details of the candidate from your college for the post of Implementation Engineer / Support Engineer for our company **Orion Credence Solutions Pvt Ltd.**

Below are the requirements:

Job Description for Implementation Engineer/Support Engineer:

Responsibilities:


- Work with clients to understand their business and implementation objectives
- Develop an initial Implementation plan based on client's requirements and available resources
- Advise clients on the configuration of the system to support their business practices
- Support clients in working through implementation issues and potential roadblocks\ Perform installation and configuration of software
- Working closely with the development teams to integrate the Platform
- Creation and Implementation of scripts as per the product/project customization
- Provide documentation and end-user training for applications
- Providing internal training to team to ensure proper handshake of knowledge transfer.
- Post development monitor and support ERP solution in ships.

Requirements: -

Excellent communication, interpersonal and problem-solving skills

Required Technical Skills:

- ❖ Application support Knowledge
- ❖ Good knowledge of MS Excel, MS Word, MS Outlook, Team Viewer Application etc.
- ❖ Basic Knowledge of databases Like SQL. etc


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122004

Other Additional details:

Job Location: Office no.116, Suncity business tower,
Golf course Road, Sector 54, Gurgaon, Haryana, 122003, India.

Note: Fresher and experience both can apply

Salary Range : 2.16 to 3 Lakh/ annum CTC

Remarks: If Candidate have good knowledge and experience salary range be increase as per that.

Request you to share CV as mentioned above as soon as possible.

Thanks in advance and will await for your response.

Best Regards,

Soni Dangi

Senior Hr Executive

Orion Credence Solutions Pvt. Ltd.
sonidangi@orionmarineconcepts.com

M:8800244499, Tel: +91-124-4036622 / 4209280

www.orionmarineconcepts.com

https://youtu.be/viDo2J8_gMs

Unit 116, 1st Floor, Suncity Business Tower,

[Golf course Road, Sector 54, Gurgaon, Haryana, 122003, India](#)



Principal
Dronacharya College of Tech.
Farukh Nagar - Haryana

PEPCODING EDUCATION (OPC) PRIVATE LTD.

B Block, Sec-63, Noida, Uttar Pradesh - 201301

Website: www.pepcoding.com

Phone: +911 4019 4461



12th November 2021

PRIVATE AND CONFIDENTIAL

Ms./ Mr. Gyandeep kushwaha

We are pleased to offer you the position of **Software Development Intern** at Pepcoding Education Pvt Ltd.

- This **Letter of Intent** is being issued subject to the following terms:
 - You shall join the company on or before **15-November-2021**.
 - Accuracy of the testimonials and information provided by you.
 - The duration of the internship would be 6 months in which you will be monitored on the basis of your performance.
 - Successful background and reference check.
- You shall be based in **Noida, Sec-63, Uttar Pradesh - 201301**.
- Upon termination of internship, all company documents, information and property, business cards, office keys must be returned to the office prior to leaving.
- You are requested to report at **09:00 a.m. at Pepcoding Education, B Block, Sec-63, Noida, Uttar Pradesh**.

Kindly sign and return a copy of this letter as a token of your acceptance.

Yours Sincerely

I accept the terms and conditions of this offer.

For Pepcoding Education Pvt Ltd.

Sumeet Malik

Director

Principal
of
Farukh Nagar - 20000

NOTE: The declaration made in the letterhead is valid only after it has been signed by the director.

Admission Dronacharya Group of Institutions

From: PepCoding <no-reply@pepcoding.com>
Sent: Friday, November 12, 2021 6:00 PM
To: tpo@ggnindia.dronacharya.info
Subject: LRC HIRING 2 RESULTS | PEPCODING
Attachments: LRC2-Results .pdf

Dear Training and Placement Team,
I am Pankaj Shokeen - Executive Assistant to the CEO, **Pepcoding**.

Warm Greetings. I hope this email finds you well. The purpose of this mail is to **share the results** of the hiring drive which was conducted on **22nd September,2021**.

PFA the file of all the selected students from all over India with this mail..

Incase of any queries, please feel free to contact me.

--
Pankaj Shokeen,
Phone number - 9654107792,
Executive Assistant to the CEO,
Pepcoding (<https://www.pepcoding.com/>)


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123553

Admission Dronacharya Group of Institutions

From: Karan Kundra <karan.kundra@pepcoding.com>
Sent: Friday, October 1, 2021 12:14 PM
To: tpo@ggnindia.dronacharya.info
Subject: PepCoding Education (OPC) Pvt. Ltd. Hiring Drive Result

We are pleased to inform you that a student from your college named **Dhruva** has been placed in our Organization **PepCoding Education (OPC) Pvt Ltd.** as a **Software Development Executive - Intern.**

We are an **Ed Tech Company**, a team of few ordinary wannabes and we are trying to punch above our individual weight in pursuit of a unique vision.

He has been performing really well in the team, so we would like to know if you have more Candidates which would be an ideal fit for the company. Also we feel to motivate Mr. Dhruva by sharing his achievement on different social media platforms and your display boards. Feel free to feature us in your post too.

Contact us for anything regarding this placement at :

[Learn competitive programming from the best coding institute in Delhi | Pepcoding](#)

--
Regards,
Karan Kundra
8209948952
Human Resource Executive

PepCoding Education (OPC) Pvt. Ltd.


Principal
Dronacharya College of Engg
Farrukh Nagar-120006

Admission Dronacharya Group of Institutions

From: Karan Kundra <karan.kundra@pepcoding.com>
Sent: Friday, October 1, 2021 10:39 AM
To: tpo@ggnindia.dronacharya.info
Subject: PepCoding Education (OPC) Pvt. Ltd. Hiring Drive Result

We are pleased to inform you that a student from your college named **Dovkush** has been placed in our Organization **PepCoding Education (OPC) Pvt Ltd.** as a **SDE-1 Intern.**

We are an **Ed Tech Company**, a team of few ordinary wannabes and we are trying to punch above our individual weight in pursuit of a unique vision.

He has been performing really well in the team, so we would like to know if you have more Candidates which would be an ideal fit for the company. Also we feel to motivate Mr. Dovkush by sharing his achievement on different social media platforms and your display boards. Feel free to feature us in your post too.

Contact us for anything regarding this placement at :

[Learn competitive programming from the best coding institute in Delhi | Pepcoding](#)

Regards,
Karan Kundra
8209948952
Human Resource Executive

PepCoding Education (OPC) Pvt. Ltd.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 121606

Admission Dronacharya Group of Institutions

From: Karan Kundra <karan.kundra@pepcoding.com>
Sent: Friday, October 1, 2021 12:14 PM
To: tpo@ggnindia.dronacharya.info
Subject: PepCoding Education (OPC) Pvt. Ltd. Hiring Drive Result

We are pleased to inform you that a student from your college named **Dhruva** has been placed in our Organization **PepCoding Education (OPC) Pvt Ltd.** as a **Software Development Executive - Intern.**

We are an **Ed Tech Company**, a team of few ordinary wannabes and we are trying to punch above our individual weight in pursuit of a unique vision.


He has been performing really well in the team, so we would like to know if you have more Candidates which would be an ideal fit for the company. Also we feel to motivate Mr. Dhruva by sharing his achievement on different social media platforms and your display boards. Feel free to feature us in your post too.

Contact us for anything regarding this placement at :

[Learn competitive programming from the best coding institute in Delhi | Pepcoding](#)

--
Regards,
Karan Kundra
8209948952
Human Resource Executive

PepCoding Education (OPC) Pvt. Ltd.


Principal
Dronacharya College of Engg.
Farukh Nagar - 122002

Admission Dronacharya Group of Institutions

From: PepCoding <no-reply@pepcoding.com>
Sent: Friday, November 12, 2021 6:00 PM
To: tpo@ggnindia.dronacharya.info
Subject: LRC HIRING 2 RESULTS | PEPCODING
Attachments: LRC2-Results .pdf


Dear Training and Placement Team,
I am Pankaj Shokeen - Executive Assistant to the CEO, **Pepcoding**.

Warm Greetings. I hope this email finds you well. The purpose of this mail is to **share the results** of the hiring drive which was conducted on **22nd September,2021**.

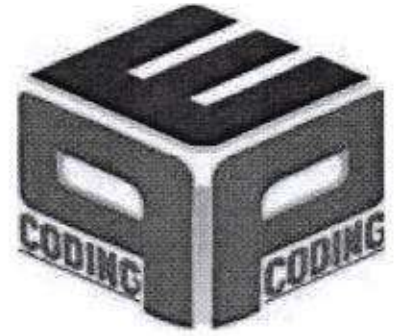
PFA the file of all the selected students from all over India with this mail..

Incase of any queries, please feel free to contact me.

--
Pankaj Shokeen,
Phone number - 9654107792,
Executive Assistant to the CEO,
Pepcoding (<https://www.pepcoding.com/>)


Principal
Dronacharya College of Engg.
Farukh Nagar - 122002

PEPCODING EDUCATION (OPC) PRIVATE LTD.



B Block, Sec-63, Noida, Uttar Pradesh - 201301

Website: www.pepcoding.com

Phone: +911 4019 4461

12th November 2021

PRIVATE AND CONFIDENTIAL

Ms./ Mr. Gyandeep kushwaha

We are pleased to offer you the position of **Software Development Intern** at Pepcoding Education Pvt Ltd.

1. This **Letter of Intent** is being issued subject to the following terms:
 - a. You shall join the company on or before **15-November-2021**.
 - b. Accuracy of the testimonials and information provided by you.
 - c. The duration of the internship would be 6 months in which you will be monitored on the basis of your performance.
 - d. Successful background and reference check.
2. You shall be based in **Noida, Sec-63, Uttar Pradesh - 201301**.
3. Upon termination of internship, all company documents, information and property, business cards, office keys must be returned to the office prior to leaving.
4. You are requested to report at **09:00 a.m.** at **Pepcoding Education, B Block, Sec-63, Noida, Uttar Pradesh**.

Kindly sign and return a copy of this letter as a token of your acceptance.

Yours Sincerely

I accept the terms and conditions of this offer.

For Pepcoding Education Pvt Ltd.

Sumeet Malik

Director

Principal
Dronacharya College of Engg.

NOTE: The declaration made in the letterhead is valid only after it has been signed by the director.

Admission Dronacharya Group of Institutions

From: Vasu Manchanda <manvasu659@gmail.com>
Sent: Saturday, February 5, 2022 4:30 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Internship offer mail
Attachments: image001.gif; image001.gif

Follow Up Flag: Follow up
Flag Status: Completed

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

From: Radhika Kaushik <hr@polarauto.in>
Date: Sat, Feb 5, 2022, 3:47 PM
Subject: Internship offer mail
To: <manvasu659@gmail.com>



Dear Vasu ,

We are delighted to inform you that you have been selected to work as an "Intern Quality" in **Polar Auto & Engineering Industries Private Limited , Fbd.**


During your internship tenure you will be performing task assigned to you by your department head (HOD). Stipend details for the internship will be shared to you in person once you join.

During your internship you will be evaluated and if found satisfactory you will be offered a position of GET.

We would expect you to join on **1st Feb ,2022** not later than a week beyond which this mail would stand withdrawn, unless a new date is agreed to by us in writing.

On the date of your joining, you may please bring the following checklist document as mentioned below along with you necessary certificates in original to enable us to check date of birth,

1. Proof of age
2. Copies of educational and experience certificates
3. Relieving certificate from the previous employer, if any
4. Appointment letter of the previous employer and salary revision letter, if any
5. Last pay slip received from the previous employer, if any
6. Form 16 (TDS Certificate), if any
7. 3 Passport Size Photographs


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125006

Please return the duplicate copy of this letter, duly signed, in token of your acceptance.

Congratulations and we are looking forward to work with you.

Sincerely,

H.R. Dept.
Polar Auto And Engineering Industries Private Limited



Principal
Dronacharya College of Engg.
Farukh Nagar - 122802



POLAR AUTO AND ENGINEERING INDUSTRIES PVT. LTD.

Plot No-14 & 15, Mahindra Vendor Park (TSIIC),
Near Village : Buchinelly, District : Medak,
Zaheerabad, Telengana Pin-502220
E-mail : info.zbd@polarauto.in
CIN : U74899DL1968PTC004925
Phone : 07893962470

Dated 8th April 2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Jatin Bhargava S/O Mr. Manoj Kumar Bhargava was with us as Design & Development Intern from 13th Oct 2021 to 8th April 2022.

During his internship in the company he rendered his services with due responsibility and professionalism.

We wish him all the best in his future endeavours.

Sincerely,
For POLAR AUTO AND ENGINEERING
INDUSTRIES PRIVATE LIMITED

[Handwritten Signature]
Manager
08/04/2022

Human Resource

Polar Auto & Engineering Industries Pvt Ltd

[Handwritten Signature]
Principal
Dronacharya College of Engg.
Faridkot - 142002



OFFER LETTER

Date: January 19, 2022

Dear Jatin Arora,

This is to offer you employment with POSist Technologies Pvt. Ltd. as Member - Engineering with an annual package of INR6,00,000/-. Your Joining Date is January 24, 2022.

We intend to have a small, focused team and for a small team, we expect every team member to be ready to stretch out to do whatever task is needed for fulfilling organizational goals (given their particular skill set).

At POSist, we are looking for talented, hard-working, multidimensional and adventurous people who will grow with us. We think that you will fit it well, both for the position and with the rest of us, at POSist.

The compensation package we are offering for this position, the details of which are mentioned here.

BASE LOCATION: DELHI

Our official work timings are from 9.30 AM to 6.30 PM. All Saturdays & Sundays are Off.

You will have the opportunity to work with cutting edge technology while promoting and learning innovative products. Given your skills and interests, we think you will enjoy the range of challenges you will face at POSist. We look forward to having you working with us at POSist.

If this offer letter is not accepted within 24 hours, it stands withdrawn.

--

--

Regards

HR – POSist

POSist Technologies Pvt. Ltd.

63/12, 2nd Floor, Rama Road Industrial Area,
New Delhi-110015

CIN: U72200DL2011PTC224247

Tel No. : +91-8010133399

Email Us : info@posist.com

Dronacharya College of Education,
Farrukh Nagar - 123803

Annual CTC Offered: INR6,00,000/- (Rupees Six Lakh Only).

Salary breakup is as follows:

- **Training Period (3 Months)** - You will be on Training for 3 months, starting from your date of joining. During training, your monthly stipend will be INR15,000/- per month.
- **Probation Period (3 Months)** - Post successful completion of training period, you will be on probation for 3 months. During probation, your CTC will be INR25,000/- per month.
- **On successful completion of probation period, CTC will be revised to INR6,00,000/- per annum.** Please refer to the post confirmation package mentioned below. (Post CTC package is applicable only if the graduation degree is provided).

COST TO COMPANY (POST CONFIRMATION)			
S.N.	Components	Per Month (in Rs.)	Per Annum (in Rs.)
1	Basic	26,510	3,18,120
2	HRA	13,255	1,59,060
3	Conveyance	3,000	36,000
4	Special Allowance	5,435	65,220
GROSS SALARY		48,200	5,78,400
5	Employers' PF Contribution	1,800	21,600
TOTAL COST TO COMPANY		50,000	6,00,000

NOTE - CTC is subject to TDS as per Income Tax Act & statutory deductions.


Principal
Dronacharya College of Engg.
Farukh Nagar - 122005



PPAP Automotive Limited

B-206A ■ Sector-81 ■ Phase-II ■ Noida 201305 ■ Uttar Pradesh ■ India
☎ +91-120-4093901 ✉ info@ppapco.com 🌐 www.ppapco.in

March 12th, 2022

Mr. Rahul Bhakuni,
187/9A, Hans Enclave,
Gurgaon, Haryana.

SUB: LETTER OF INTENT

Dear Mr. Rahul Bhakuni,

Congratulations! It gives us great pleasure to inform you that you have been selected as "GRADUATE ENGINEER TRAINEE" You are required to report on or before **21st March 2022** at 08.30 a.m. to our plant – **SP3-802, Pathredi Industrial Area, Bhiwadi, District Alwar 301019, Rajasthan.**

Please bring with you the following documents.

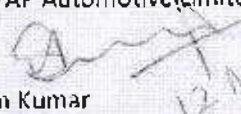
1. Copy of the Resignation Letter (if applicable) duly accepted by the previous employer and mailed / submitted to us within seven days of receiving this letter.
2. Self-Attested Copies of Highest Educational Qualification (HSSC, SSC / Professional Degree)
3. Self-Attested Copy of Matriculation Certificate/PAN Card/Driving License/Passport/Any other Govt. Proof.
4. Experience Certificate from Last employer (Optional).
5. Last Month Drawn Salary Slip, if applicable.
6. Clearance Certificate from Last Employer / Resignation Acceptance (if applicable).
7. Self-Attested copy of Address (Permanent) Proof (Aadhar Card / Driving License /Passport / VoterID/ Ration Card.
8. Last drawn salary certificate (if applicable).
9. Complete Medical Fitness Certificate with detail of BLOOD GROUP from any registered medical practitioner.
10. Two (02) Nos. of latest passport size coloured photographs.
11. Two Post Card size photographs with your dependent. (For ESIC, if applicable).
12. Copy of Bank details with IFSC code and account no.
13. Your Employment is subject to your being medically fit.
14. Your Employment is subject to your reference check
15. Fully vaccinated certificate.

The appointment letter will be provided to you at the time of your joining the organization. Please acknowledge the acceptance of offer letter by signature and sending the duplicate copy within three days.

We hope that you will put your genuine effort to ensure that we create a truly world class company. We look forward to having you in our team.

Thanking you

Yours truly,
For PPAP Automotive Limited


Aseem Kumar
Assistant General Manager
Group Administration Department




Received By,


Principal RAHUL BHAKUNI
Dronacharya College of Engg.
Farrekh Nagar - Alwar

**MR. RAHUL BHAKUNI
GRADUATE ENGINEER TRAINEE**

Salary Particulars	Monthly breakup (In Rs.)	Annual breakup (In Rs.)	Description
Basic	10510	126120	Paid in Monthly Salary
HRA	4260	51120	Paid in Monthly Salary
Washing Allowance	2500	30000	Paid in Monthly Salary
Total Gross	17270	207240	
Benefits			
Provident Fund	1261	15132	Employer Contribution (12% of Basic)
ESIC	561	6735	Employer Contribution (3.25% of Total Gross)
Gratuity	505	6060	As per Gratuity Act, eligible after 5 years
Bonus	1480	17760	Paid on Diwali of previous Financial year
Total Cost	21077	252927	
Deductions			
Provident Fund	1261		Employee's PF Contribution (12% of Basic)
ESIC	130		Employee's ESIC Contribution (0.75% of Total Gross)
Company Uniforms			Free of Cost
Canteen Deduction (Lunch - Rs.15 per day)			As actual
Take Home Salary	15879		




 Principal
 Dronacharya College of Engg.
 Faridkot Nagar - 123503

Admission Dronacharya Group of Institutions

From: Hr Pride india <hr@prideindiaengineering.com>
Sent: Thursday, February 17, 2022 10:59 PM
To: TPO
Cc: Pride India
Subject: OFFER LETTER OF GET'S FROM PRIDE INDIA
Attachments: Dronacharya GETs offer.pdf

Dear Ms Renu Dua Madam,

In connection with the above subject we are pleased to send the offer letter of Following GET's for your further action please..

1. Hrithik Yadav
2. Manish Kumar
- 3 Prince
- 4 Waquar Ahamad Ansari

a special thanks to you for your cooperation during the selection of GETs

--
Thanks Regards

Sanjay Muvar

Sr. Manager- HR-Admin

M : 9711813004

Pride India Engineering Solutions Pvt. Ltd

Plot No-59 Sec-7 Imt Manesar Gurgaon Haryana

Pin-122051

--
T


Principal
Dronacharya Group of Institutions
Farukh Nagar, Haryana

Admission Dronacharya Group of Institutions

From: MEENAKSHI M <meenakshim@myanatomy.in>
Sent: Friday, January 28, 2022 5:51 PM
To: TPO
Cc: Swapna Singh
Subject: Selected Candidates list for Prolifics Corporation

Follow Up Flag: Follow up
Flag Status: Completed

Dear Directors / Placement Officers,

Greetings!!


We thank you for your support in making the 2022 Prolifics Corporation Campus Drive successful. Please find the below list of Candidates who have been selected in the drive.

Candidate Name	Candidate Email	College Name	Contact Number
Rishabh Jain	rishy.jain2000@gmail.com	Dronacharya College of Engineering	919735370592

Please note that interviews for few additional candidates are still to be conducted so there may be few more additions to this list - but the above listed students are confirmed as selected by Prolifics Corporation. We will update you with any additions to this list.

Please confirm the student's acceptance of the Prolifics offer of employment - we will request you to restrict these students from appearing for other interview once they express their willingness to join Prolifics.

Upon confirmation of willingness from the students, all the shortlisted candidates will get Provisional offers from Prolifics HR (in the next couple of days) - which would be subject to document submission and verification. We request you to be supportive as always and encourage students to submit their documents - upon receipt and verification of documents, confirmed offer letters would be rolled out to them by Prolifics HR.


Principal
Dronacharya Group of Institutions,
Farukh Nagar - 121004

Thanks & Regards,

Admission Dronacharya Group of Institutions

From: sachin malik <sm6719694@gmail.com>
Sent: Wednesday, March 9, 2022 6:29 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Offer Confirmation- BDE- Propel Guru
Attachments: Sachin Malik_BDE_Offer Letter.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

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

From: sachin malik <sm6719694@gmail.com>
Date: Wed, Mar 9, 2022, 6:28 PM
Subject: Fwd: Offer Confirmation- BDE- Propel Guru
To: <tpo@ggnindia.dronacharya.info>

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

From: Aditya Kumar <aditya.kumar@propelguru.com>
Date: Wed, Mar 9, 2022, 6:15 PM
Subject: Offer Confirmation- BDE- Propel Guru
To: <sm6719694@gmail.com>
Cc: Divya Dang <divya.dang@propelguru.com>, Shweta Latant <shweta.latan@propelguru.com>, Megha Rathor <megha.rathor@propelguru.com>, Abhijit Chikara <abhijit.chikara@propelguru.com>, Neeraj Singh <neeraj.singh@propelguru.com>, Richa Jaiswal <richa.jaiswal@ggnindia.dronacharya@gmail.com>

Dear Sachin,

Congratulations!

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Propel Guru. Details of the offer are given below.

As already discussed, you will be under a 1 year Bond, in case you Breach the Bond Agreement then you are liable to pay Rs 2,00,000 along with other benefits. The hard copy of the Bond Agreement will be given to you once you join the company.

Designation	Business Development Executive
Date of Joining	21st March 2022
Date of Onboarding	21st March 2022
On-Boarding Time	11:00 A.M.
Training Period	6 months


Principal
Dronacharya Group of Institutions
Farrukh Nagar - 120002

Training Stipend	18 K
Annual Package	4 L P.A. (3+1 LPA)
Job Location	A-17, Lohia Road, Sector-63, Noida-201307

Terms and Conditions

Documentation	Without Soft Copy of Personal Documents Offer Letter will not be given
Mandatory Documents	1- All academic certificates & mark sheets 2- Adhaar Card, PAN Card [If you don't have, suggest you apply for this] Voter ID, Driving License. 3- Three Passport size photos. Last company Experience Letter, Relieving Letter and last three months Salary Slips (for experience candidate)

Important Points :

- The 1-Employee residence has to be within 10 km from company premises.
- 2-Leave on exam day can be allowed only after submitting the exam schedule with the HR Team.

If you agree with all the terms and conditions, give your confirmation within 12 hours.

For further queries/clarifications feel free to get back to us. We look forward to a mutually rewarding and long-term career association with you

Thanks & Regards

Aditya Kumar
(+91-8527520813)

HR Executive

Propel Guru

Skype: live:.cid.f4b39bd09dc7140

CAN :+1-604-256-0821 IN:+91 (120) 414-7360

" All the so-called secrets of success, will not work unless you do"




Principal
Dronacharya College of Engg.
Farukh Nagar - 122002

Admission Dronacharya Group of Institutions

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Sent: Wednesday, March 9, 2022 6:29 PM
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Cc: Divya Dang <divya.dang@propelguru.com>, Shweta Latant <shweta.latant@propelguru.com>, Megha Rathor <megha.rathor@propelguru.com>, Abhijit Chikara <abhijit.chikara@propelguru.com>, Neeraj Singh <neeraj.singh@propelguru.com>, Richa Jaiswal <richa.jaiswal@ggnindia.dronacharya@gmail.com>

Dear Sachin,

Congratulations!

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Propel Guru. Details of the offer are given below.

As already discussed, you will be under a 1 year Bond, in case you Breach the Bond Agreement then you are liable to pay Rs 2,00,000 along with other benefits. The hard copy of the Bond Agreement will be given to you once you join the company.

Designation	Business Development Executive
Date of Joining	21st March 2022
Date of Onboarding	21st March 2022
On-Boarding Time	11:00 A.M.
Training Period	6 months


Principal
Dronacharya College of Engg.
Farrukh Nader - 122000

Training Stipend	18 K
Annual Package	4 L P.A. (3+1 LPA)
Job Location	A-17, Lohia Road, Sector-63, Noida-201307

Terms and Conditions

Documentation	Without Soft Copy of Personal Documents Offer Letter will not be given
Mandatory Documents	1- All academic certificates & mark sheets 2- Adhaar Card, PAN Card [If you don't have, suggest you apply for this] Voter ID, Driving License. 3- Three Passport size photos. Last company Experience Letter, Relieving Letter and last three months Salary Slips (for experience candidate)

Important Points :

The 1-Employee residence has to be within 10 km from company premises.

2-Leave on exam day can be allowed only after submiting the exam schedule with the HR Team.

If you agree with all the terms and conditions, give your confirmation within 12 hours.

For further queries/clarifications feel free to get back to us. We look forward to a mutually rewarding and long-term career association with you

Thanks & Regards

Aditya Kumar

(+91-8527520813)

HR Executive

Propel Guru

Skype: live:.cid.f4b39bd09dc7140

CAN :+1-604-256-0821 IN:+91 (120) 414-7360

" All the so-called secrets of success, will not work unless you do"




Principal
Dronacharya College of Engg.
Farrukh Nagar - 123603

Admission Dronacharya Group of Institutions

From: Niharika Srivastava <gurgaonhr@pulsus.com>
Sent: Friday, June 10, 2022 2:41 PM
To: junaid10031998@gmail.com
Cc: tpo@ggnindia.dronacharya.info
Subject: Letter of Appointment
Attachments: Mr. Md Juned Alam- FTD.pdf

Hello Juned,

Greetings from PULSUS Health Tech LLP!!

We are welcoming you on-board for a successful career with PULSUS Family.

The following documents needs to be submitted at the time of joining:

- PAN card
- Unique ID
- 6 Passport Photographs
- Copy of Qualifications (Graduation/Post graduation and Semester documents)
- One original document (10TH grade or 12th grade)

We are pleased to offer you a position as “**Program Coordinator(On Job Trainee)**” and work location will be at our SEZ Office. The regular fixed term employment will be issued to you at the time of joining. You will be required to join as on, “**June 13th, 2022**”.

We reviewed the industry competitiveness of compensation packages for such roles the relevant industry benchmarks and thus are pleased to offer a stipend of **15000/- INR** per month (including PF and PT).

Apart from above fixed component, you are eligible as per company incentive policy and fines applicable as per deduction policy. You should work in PULSUS for a minimum period of Twelve Months.

Kindly report to office at **PULSUS HEALTHTECH LLP**, 6th floor, Tower-b, Building No. 14, IT/ITES SEZ, DLF Cyber City Developers Ltd. Sector – 24 & 25A, DLF Phase-III, Gurgaon, Haryana – 122 002, INDIA.

Please feel free to get in touch with us for any queries.

Thanks & Regards,
Niharika Srivasatava
HR Executive- Pulsus HealthTech LLP
Contact: 7985718585
Email ID-gurgaonhr@pulsus.com


Principal
Dronacharya College of Engg.
Farrekh Nagar - 122003

Admission Dronacharya Group of Institutions

From: Niharika Srivastava <gurgaonhr@pulsus.com>
Sent: Friday, June 10, 2022 2:39 PM
To: yashyadav123456@gmail.com
Cc: tpo@ggnindia.dronacharya.info
Subject: Letter of Appointment
Attachments: Mr. Yash Yadav - FTD.pdf

Hello Yash,

Greetings from PULSUS Health Tech LLP!!

We are welcoming you on-board for a successful career with PULSUS Family.

The following documents needs to be submitted at the time of joining:

- PAN card
- Unique ID
- 6 Passport Photographs
- Copy of Qualifications (Graduation/Post graduation and Semester documents)
- One original document (10TH grade or 12th grade)

We are pleased to offer you a position as **"Program Coordinator(On Job Trainee)"** and work location will be at our SEZ Office. The regular fixed term employment will be issued to you at the time of joining. You will be required to join as on, **"June 13th, 2022"**.

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Kindly report to office at **PULSUS HEALTHTECH LLP**, 6th floor, Tower-b, Building No. 14, IT/ITES SEZ, DLF Cyber City Developers Ltd. Sector – 24 & 25A, DLF Phase-III, Gurgaon, Haryana – 122 002, INDIA.

Please feel free to get in touch with us for any queries.

Thanks & Regards,
Niharika Srivasatava
HR Executive- Pulsus HealthTech LLP
Contact: 7985718585
Email ID-gurgaonhr@pulsus.com


Principal
Dronacharya College of Engg.
Farrekh Nasser - 123596

Date: 07-July-2022

Employee full name: **Mihir Malhotra**
Local ID number/Aadhar number- _____
Home Address: 394 SF Sector 9 Gurugram Haryana 122001

Dear Mihir,

We confirm your individual terms of employment with QIMA Quality Inspection India Pvt. Ltd. (the "Company") below. These terms should be read in conjunction with the attached Employment Terms and any Appendices thereto. Together these documents form your complete terms and conditions of employment and are collectively referred to as the "Agreement".

1 Role and Commencement

1.1 You will initially be employed in the position of at a specialist level, reporting to the Certification Team Manager or such other person as the Company may designate.

1.2 Your employment with the Company will commence on **18-07-2022** and will continue until terminated in accordance with this Agreement. No prior employment shall be recognized by the Company for the purposes of statutory or contractual benefits.

1.3 Job description: your responsibilities will include (but not limited to):

- Review Testing, Audit, and Inspection report in accordance to the appropriate product standards
- Draft and establish certificates of conformity
- Maintain records in the system
- Coordinate with the technical team to edit products certificates
- Become an expert in a specific field of product technical regulation (to be assigned)
- Manage orders, records for operations
- General customer service includes responding to technical inquiries

2 Remuneration

Your total annual CTC will be **INR 2,69,200/- (Rupees Two Lacs Sixty-Nine Thousand and Two Hundred Only)**. Your compensation is mentioned in the attached Annexure-1 and will be paid in arrears directly into your nominated bank account.

Other Benefits

2.1 You shall be entitled for Medical Insurance, arranged and paid by Company.

3 Leave Entitlement

3.1 You will be entitled to 15 days Earned Leaves per calendar year at 1,25 day per month, credited upon completion of your probation period.

Unused Leaves earned in the current year may be carried forward and will be required to avail the balance before the end of June of the following calendar year (Y+1). There would be no Encashment of unused Earned Leaves while in service.

Your Earned Leaves entitlement for the first and last year will be pro-rated half-months period according to your commencement date and last day of employment, respectively.

4 Probation and Termination

4.1 There is no Trial Period/Probation period

4.2 Your employment may be terminated by either party with thirty days written notice or payment in lieu.

4.3 Nothing in this clause shall affect the Company's summary dismissal rights.


Principal

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Farukh Nagar - 123506

The employer may summarily dismiss an employee without notice and or payment in lieu of notice if the employee, in relation to his employment:

- willfully disobeys a lawful and reasonable order,
- misconducts himself,
- is guilty of fraud or dishonesty or
- is habitually neglectful in his duties.

4.4 You agree to abide by the post termination restrictions attached at Appendix B

5 Acceptance

- 5.1 To accept the offer of employment with the Company as set out in this Agreement, please execute this letter and return it to us on or before, otherwise the offer of employment will automatically lapse.
- 5.2 You are required to complete and return your employment forms to Human Resource Dept. Within the first week of your commencement date. Please also contact Human Resource Dept. For information on the Company's policies, guidelines and employment forms with which you are expected to become familiar.
- 5.3 This Agreement may be executed in one or more counterparts, each of which will be deemed to be an original copy of this Agreement and all of which, when taken together, will be deemed to constitute one and the same instrument. For the purposes of this Agreement, a signed copy of a facsimile or a scanned version shall be valid and enforceable as an original and binding on the parties hereto.

Yours sincerely,

I, agree and accept this conditional offer on the terms and conditions outlined and/or referred to in this letter and the attached terms and conditions.

Shivani Joshi, H.R. Leader

for and on behalf of **QIMA Quality Inspection India Pvt. Ltd.**

Signed, Sealed and Delivered by
Mihir Malhotra

In the presence of:

Herve Ostrowski, COO for and on behalf of
QIMA Quality Inspection India Pvt. Ltd.

Employment Terms


Principal
Dronacharya College of Engg.
Farukh Nagar - 120505

1 Performance of Work

Your place of employment will be the Company's offices in New Delhi or such other place in India which the Company may reasonably require, including premises which the Company may later acquire. In your position, you may be required to travel within and outside India. For example, the Employee may be required to travel to perform the Employee's duties including to the Employer's other offices.

- 1.1 Working location may change according to business needs and/ or employees' working ability and performance, such change being subject to consensus and sub-contract between employer and employee.
- 1.2 The work schedule will depend on the process/the project in which will be assigned, with 6 weekly offs in a month. Company reserves the right to change your working hours and/or the days upon which you work. You may also be required to work additional hours by way of overtime either as and when requested to do so by the Company or when the proper performance of your work so requires. Your base salary is compensation for all hours worked and no overtime shall be payable.
- 1.3 You must devote your full time, attention and abilities to your job duties during working hours and you must diligently perform all acts, duties and obligations and comply with such orders as may be designated by the Company and which are reasonably consistent with your position.
- 1.4 The Company may require you (as part of your duties of employment) to perform duties or services not only for the Company but also for any Associated Company where such duties or services are consistent with your position.
- 1.5 You are required to promote the interests and further the business of the Company and, if applicable, any Associated Company for whom you are asked to perform duties. You must not do and/or prevent there being done anything which may be prejudicial or detrimental to the business of the Company or any Associated Company.
- 1.6 You must not at any time, without the written consent of the Company, in any way directly or indirectly be engaged or employed in or otherwise provide services to, any other business or organization which is, or is likely to be, in conflict with the interests of the Company or its Associated Companies, or where this may adversely affect the proper discharge of your duties. This does not preclude you holding up to 5% of any class of securities in any company which is listed on a recognized stock exchange.

2 Remuneration and Taxes

- 2.1 The monthly salary shall be payable by 1st of the calendar date of each following calendar month and on the basis of a 12 months year
- 2.2 The Company reviews salaries annually, although the Company has no obligation (contractual or otherwise) to increase your salary.
- 2.3 All taxes regarding your salary, bonus and commission are your responsibility and will be borne by you, depending on the Tax Declaration submitted by you.
- 2.4 The Company shall be entitled at any time during your employment or on termination, to deduct from your remuneration any amount due from you to the Company including but not limited to any outstanding loans (including loans for training costs), advances, the cost of repairing any damage or loss to the Company's property caused by you, excess holiday and any other monies owed by you to the Company, to the extent permitted by law.
- 2.5 All bonuses are at the discretion of the employer and not a remuneration for the job.
- 2.6 The employee agrees that all pending bonus are lost if the employee is under termination because of his resignation or layoff.

3 Expenses

You will be paid or reimbursed for any reasonable expenses properly incurred by you while performing your duties

on behalf of the Company, subject to you producing receipts for such expenses and complying with any Company rules or procedures relating to expenses.

4 Rest Days and Working Hours

You are entitled to paid leave on all national and regional public holidays, as per stated for New Delhi State.

5 Annual Leave

Annual leave will apply as follows:

- any annual leave taken will first be applied against any statutory annual leave entitlement;
- when taking annual leave, General or Statutory Holidays and Saturdays and Sundays will not be counted as annual leave days;
- the Employee must provide the Manager with at least 10 days' prior written notice of the Employee's proposed annual leave day(s) and the Manager shall use its reasonable discretion to approve the Employee's proposed annual leave days if such proposed annual leave days do not conflict with the business requirements or interests of the Employer; and
- subject to applicable law, on termination of the Employee's employment other than termination in accordance with clause 6.3 of the Employment Letter (Termination without notice), the Employer will pay the Employee accrued but untaken annual leave and pro rata annual leave calculated since the end of the last leave year at the rate the Employee would have been paid had the leave been granted.

6 Benefits

Details of the Company's benefits will be provided after you have commenced employment and you are responsible for ensuring that you are aware of the terms of the benefit schemes applicable to you. The Company reserves the right to terminate, substitute other benefits for these benefits, amend the scale of benefits, revise, supplement, modify, suspend or discontinue any plans, policies, or benefits as it deems appropriate, at its sole and absolute discretion. If any benefit provider (including but not limited to any insurance company) refuses for any reason (whether based on its own interpretation of the terms of the insurance policy or otherwise) to provide any benefits to you, the Company shall not be liable to provide any such benefits itself or any compensation in lieu thereof.

7 Policies

- 7.1 During your employment with the Company, you shall observe and comply with all policies, rules and/or regulations of the Company as may be made or amended from time to time. Such documents may be provided in hard copy format, on the Company's intranet or in another format. These policies, rules, and/or regulations, if stated to be contractual, will form part of the terms and conditions of your employment but otherwise shall not have contractual effect. To the extent there is any inconsistency, the terms of this Agreement shall prevail over any contractual policies, rules and/or regulations.
- 7.2 The Company is an equal opportunity employer and does not permit discrimination or harassment on the grounds of race, sex, pregnancy, marital or family status, disability or any other ground protected under India Labour Law.

8 Confidential Information

- 8.1 During the existence of this Agreement and at all times thereafter, you will not disclose, copy and/or make use of any Confidential Information (save for the proper performance of your duties) and, in any event, you shall take all proper and reasonable measures to maintain the confidentiality of all Confidential Information provided to you by the Company, its contractors, suppliers, clients and / or agents and you agree that you will:
 - 8.1.1 not use it for any purpose or purposes other than for the benefit of the Company or Associated Companies;
 - 8.1.2 not make any copy or abstract of it without the specific written permission of the Company;
 - 8.1.3 not divulge or communicate to any person including any representative of the press or

- broadcasting or other media;
- 8.1.4 not cause or facilitate any unauthorized disclosure through any failure by you to exercise all due care and diligence;
- 8.1.5 keep the Confidential Information secure and safeguard it against unauthorized access or disclosure;
- 8.1.6 ensure that the Confidential Information is not stored on any mobile or portable storage device unless the device is protected by a strong password;
- 8.1.7 not disclose or reveal it to any third party without the specific written permission of the Company; and
- 8.1.8 not disclose it to employees, contractors or agents except to the extent necessary to fulfil your duties under the contract of employment and, at all times, with the written permission of the Company, in which case shall prior to such disclosure you will make such employees, contractors or agents aware of the confidential nature of the information and ensure that such employees, contractors or agents have undertaken through their terms of employment or engagement or otherwise obligations of confidentiality equivalent to the obligations contained herein.
- 8.2 You will not, directly or indirectly, whether by yourself or with others, in any way copy reproduce, reverse engineer or exploit the Confidential Information for your own benefit, or for the benefit of another, without the prior written consent.
- 8.3 The Company may at any time require you forthwith to return or to destroy any or all Confidential Information which was provided to you and to destroy any copies thereof and to certify that such destruction has been carried out.
- 8.4 Any intellectual property rights developed or derived by you from any Confidential Information shall be the sole property of the Company and shall be deemed the Confidential Information of the Company. You and the Company shall do all such further acts and deeds and things and execute all such further documents as may be necessary to give effect to the same.

All notes, memoranda, and other records (however stored) made by you during your employment with the Company (whether comprising Confidential Information or not) and which relate to the business of the Company will belong to the Company and will promptly be handed over to the Company (or as the Company directs) from time to time on request and at the end of the employment, without copies being kept by you or anyone else on your behalf.

9 Business Protection

- 9.1 You must not receive or obtain, directly or indirectly (including, without limitation, via any family member or company or business in which you or your family have an interest), any payment, discount, rebate, commission or other benefit from third parties in respect of any business transacted (whether or not by you) by or on behalf of the Company or any Associated Company.
- 9.2 You confirm that you have disclosed (and agree that you continue to be obliged to disclose) any and all circumstances where there is, or there might be, a conflict of interest between the Company or any Associated Company and you or any member of your family and any company or business entity in which you or they have an interest.
- 9.3 You undertake not to, at any time, knowingly or otherwise, make, publish using any medium including social networking sites, or otherwise issue, or procure the making, publication or issue of, any statements concerning the Company, its Associated Companies or any of their shareholders, officers, directors, members, managers, contractors, employees, attorneys, agents, representatives.
- 9.4 You must not make, directly or indirectly, any oral or written statement to the press, television, radio or other media on any matter connected with or relating to the Company or any of its Associated Companies, without prior written consent from of the Company.
- 9.5 You agree to indemnify the Company and each Associated Company in respect of any loss, claim, damage or

expense suffered by it as a result of any breach by you of any term of this Agreement.

10 Warranties and Conditions

10.1 You represent and warrant that you:

- 10.1.1 have the right to work in New Delhi State, India (and other jurisdictions that the Company will specify, where applicable to your position) and you will continue to comply with all the conditions in respect of your employment visa (if any);
- 10.1.2 are not subject to any agreement, understanding, court order or other restriction whether express, implied or otherwise, which in any way directly or indirectly restricts or prohibits you from fully performing the duties in accordance with the terms and conditions of this Agreement;
- 10.1.3 are not entering into this Agreement in reliance on any representation not set out in this Agreement or the documents referred to herein;
- 10.1.4 you have all the necessary licenses, permissions, consents, approvals, qualifications and memberships required of you to perform the duties under this Agreement and that you have never been suspended, censured or otherwise subjected to any disciplinary action or other proceeding, litigation or investigation by any state or governmental body or agency or any regulatory authority or self-regulatory organization;
- 10.1.5 you are not a person subject to any statutory disqualification and that you have not been the cause of any other person or entity becoming subject to any statutory disqualification; and
- 10.1.6 have been directed by the Company not to disclose any confidential, proprietary or trade secret information of your previous employer or its distributors, suppliers or customers and, not to use, disclose or act on such information in connection with the performance of your duties.

10.2 The Company reserves the right to end your employment and/or rescind the Agreement, or if you have already started work, to terminate your employment immediately and without liability if the Company discovers that false information has been given or there has been a material omission.

11 Intellectual Property

11.1 For the purposes of this agreement:

- 11.1.1 "Intellectual Property" means all present and future intellectual property, including patents, utility models, trade and service marks, trade names, domain names, rights in designs, copyrights, moral rights, topography rights, rights in databases, trade secrets and know-how, in all cases whether or not registered or registrable and including registrations and applications for registration of any of these and rights to apply for the same, rights to receive equitable remuneration in respect of any of these and all rights and forms of protection of a similar nature or having equivalent or similar effect to any of these anywhere in the world, in each case for the full term thereof including all renewals and extensions;
- 11.1.2 "Employee Intellectual Property" means all Intellectual Property in all works and any related materials which you alone or with one or more others makes, originates or develops during the period of your employment with the Company (whether or not made, originated or developed during normal working hours) and which affect or relate to the business of the Company or any Associated Company or are capable of being used or adapted for use in it or them; and
- 11.1.3 "Employee Invention" means all patentable inventions which you alone or with one or more others may make, originate or develop during the period of your employment with the Company (whether or not made, originated or developed during normal working hours) and which affect or relate to the business of the Company or any Associated Company or are capable of being used or adapted for use in it or them.

11.2 Any Employee Intellectual Property and any Employee Inventions will be notified and disclosed by you to the Company in an appropriate manner as soon as it comes into existence.

11.3 Save as provided by law, any Employee Inventions or Employee Intellectual Property will belong to the

Company. Insofar as permissible by law you hereby assign to the absolutely with full title guarantee and free from all encumbrances (by way of present assignment of all future rights) the Employee Inventions and Employee Intellectual Property and all rights therein. Any Employee Inventions or Employee Intellectual Property which do not belong and cannot be assigned to the Company or the relevant Associated Company will insofar as permissible by law be held on trust by you for the benefit of the Company until the same are vested absolutely in the Company.

11.4 You undertake that, at the Company's expense and upon request (whether during or after the termination of your employment), you will execute such documents, make such applications, give such assistance and do such acts and things as may be necessary to enable the Company to enjoy the full benefit of the Employee Inventions and Employee Intellectual Property. This will include the giving of assistance or advice (including giving evidence if so required) in connection with:

11.4.1 the prosecution of any applications for the registration of;

11.4.2 any proceedings brought to prevent the infringement of and/or

11.4.3 any proceedings concerning or affecting the validity of, any Employee

Inventions and Employee Intellectual Property.

11.5 Should you fail to comply with a request under clause the Company is irrevocably authorized to appoint some person in your name and on your behalf to sign any documents and take such other steps as are necessary to give effect this provision.

11.6 Immediately upon the termination or earlier at the Company's request, you will deliver up to the Company all works and materials comprising, or relating to, the Employee Intellectual Property and Employee Inventions in your possession, custody or power.

11.7 Save as provided by law and set out herein, you have no right to additional remuneration or compensation in respect of any Employee Intellectual Property or Employee Invention and you hereby irrevocably waive all moral rights which you might otherwise have or be deemed at law anywhere in the world.

12 Portraiture right

12.1 The Employee irrevocably grant to Company, its investor, employees, affiliates, licensees, agents and assigns, the unrestricted right to use Employee's likeness contained in the photograph and video taken during the Employee's serving period and to distribute such photograph and video for editorial, trade, advertising or other purposes in any manner or medium, whether now or hereafter devised, throughout the world in perpetuity.

12.2 The Employee hereby waives any right to inspect or approve any use of the photograph and video, The Employee expressly release Company, its agents, employees, licensees and assigns from and against any and all claims which the Employee has or may have for invasion of privacy or any other cause of action arising out of the uses herein granted, even if the use of the image is objectionable to the Employee

13 Obligations on Termination

13.1 During your notice period, you will remain an employee and therefore cannot act against the interests of the Company. Your obligations of confidentiality, good faith and fidelity remain in place at all times. Among other things, this means that:

13.1.1 your obligations of exclusive service will continue to apply;

13.1.2 you must not compete or prepare to compete with the Company or assist a competitor in any way, including by diverting or preparing to divert Company customers, suppliers, employees or business to a competing business;

13.1.3 you must not undermine the business of the Company in any way; and

13.1.4 you must comply with all lawful instructions of the Company (including any instruction not to contact customers, prospective customers, employees or business contacts of the Company or any Associated Company).

Breach of these obligations may be grounds for summary dismissal.

- 13.2 Prior to your final day of employment (or at any other time, if requested by the Company), you shall return all Company Property including copies of items in good, intact condition. You must not destroy, erase, tamper with or damage any Company Property (including, for the avoidance of doubt, any electronic materials) prior to their return, unless otherwise directed by the Company in writing.
- 13.3 Following the termination of your employment, you will not represent yourself as being in any way connected with the businesses of the Company or any Associated Company (except to the extent agreed in writing).
- 13.4 If requested by the Company, you must immediately resign without compensation from any directorship or other offices held by you in the Company and any of the Associated.
- 13.5 Companies and from any other offices you may hold as nominee or representative of the Company or any Associated Company. Should you fail to do so, the Company is hereby irrevocably authorized to appoint some person in your name and on your behalf to sign any documents and take any action necessary or requisite to give effect to such resignations.
- 13.6 During the notice period, you will use your best endeavors to assist the Company to achieve a smooth and orderly handover and transition of your workload and responsibilities. You must participate fully in handing over your work and responsibilities (including without limitation in respect of clients and suppliers) to other employees as may be required by the Company or its Associated Companies; or to comply with any other requirements by the Company including ceasing contact with customers, clients, suppliers, agents, professional advisers, brokers and employees of any Associated Company.
- 13.7 You must, if so, required by the Company, confirm in writing that you have complied with your obligations under this clause.

14 Suspension and Garden Leave

- 14.1 The Company reserves the right to exclude you from the Company's premises and suspend you from your duties of employment, at any time, on full pay. During such suspension you will be entitled to receive your usual pay and all contractual benefits in accordance with the terms of this Agreement and subject to applicable law.
- 14.2 The Company reserves the right to put you on Garden Leave at any time after notice to termination your employment has been given. During any Garden Leave period, you will not, subject to the direction of the Company:
 - 14.2.1 enter into or attend the premises of the Company and/or its Associated Companies; or
 - 14.2.2 contact, or have any communication with, any customer or supplier of the Company and/or its Associated Companies in relation to the business of the Company and/or its Associated Companies; or
 - 14.2.3 contact or have any communication with any employee, officer, director, agent or consultant, or any member of the Company and/or its Associated Companies in relation to the business of the Company and/or its Associated Companies; or
 - 14.2.4 remain or become involved in any aspect of the business of the Company and/or its Associated Companies.
- 14.3 Any unused annual leave accrued at the commencement of any suspension or Garden Leave and any annual leave accrued during such time will be deemed to be taken by you during the period to the fullest extent possible under applicable law.
- 14.4 You shall during any period of suspension of Garden Leave remain fully contactable and available for work during your normal working hours. Should you fail to make yourself available for work having been requested by the Company to attend, you shall, notwithstanding any other provision of this Agreement and without prejudice to the Company's other rights and remedies, forfeit your right to salary, bonus and/or any other remuneration in respect of such period of non-availability.

15 Notices

Any notice to be served in connection with this Agreement shall be in writing and delivered by hand or by registered post in the case of the Company and any Associated Company, to its registered office for the time being (and marked for the attention of the relevant senior manager/director or Human Resources) and in your case, to your last known address in to you in person. Any such notice or other correspondence if served by hand shall be deemed effective upon delivery and any such notice or other correspondence served by registered post shall be deemed effective on the first Business Day after posting. A notice shall take effect from the sooner of its actual or deemed receipt by the addressee. In this paragraph "Business Day" means any day other than a Saturday, Sunday or General Holiday in India.

16 Miscellaneous

- 16.1 The various provisions in this Agreement are severable and if any provision is held to be invalid or unenforceable by any court, such invalidity and/or unenforceability shall not affect the remaining provisions in this Agreement which remain valid and enforceable.
- 16.2 This Agreement shall constitute the entire understanding and agreement between you and the Company. Any and all prior agreements, understandings and/or representations are hereby enunciated and cancelled in their entirety by mutual consent and are of no further force or effect. Paragraph headings are included for reference only.
- 16.3 This Agreement and any disputes relating to this Agreement, including those pertaining to or arising out of its interpretation, performance, amendment or enforcement shall be governed by and construed in accordance with the laws of India and the parties submit to the non-exclusive jurisdiction of the Labour Courts of India.
- 16.4 For the purposes of this Agreement, the following words and expressions shall have the meanings set out below:

Associated Company: In relation to the Company, any subsidiary or holding company of the Company, any subsidiary of such holding company, and any company in which the Company or any such holding company holds or controls, directly or indirectly, not less than 20% of the issued share capital. Company and Associated Company shall include the successors in title and assigns of the Company and any Associated Company.

Company Property: The property of, or relating to, the Company or any of its Associated Companies and includes but is not limited to: Confidential Information (in any form), mobile telephones and smartphones, laptop and desktop computers, credit cards, equipment, passes, keys, cards, samples, IT/telecommunications log-on details, passwords, data, disks and documents. "Disks and documents" include but is not limited to correspondence, files, e-mails, memos, reports, minutes, plans, records, software, diagrams, manuals, customer documentation and any electronic storage device, including all copies and summaries.

Confidential Information: Any of the following relating to the Company or any Associated Company, whether original, duplicated, computerized, memorized, hand-written, or in any other form which contain information which is of a confidential nature: (a) trade secrets, methods of operation, know-how, patents, copyrights, trademarks and technical specifications (including source codes and computer systems); (b) non-public information concerning the business, financial arrangements or position of the Company, financial data, business plans, valuation models, research results, product development, customer lists, marketing

plans, employee lists (including the identity of employees, directors, consultants employed or engaged by the Company or any professional information regarding such personnel), information regarding customers, distributors and suppliers (including leads or prospects), such as contact details and financial information;

QIMA

YOUR EYES IN THE SUPPLY CHAIN

(c) advice to clients and any other documents provided to clients, documents/information about marketing, sales products and investment research; (d) documents/information about persons associated or employed by the Company or any Associated Company, including personnel files, performance evaluations and compensation information (including your remuneration or bonus payments made to you in connection with your employment); (e) internal control mechanisms, operations and other internal logistics information; (f) legal documents, legal matters and other related information; and (g) any information which you have been told is confidential or which you might reasonably expect the Company would regard as confidential, or any information which has been given to the Company or any Associated Company in confidence by customers, suppliers and other persons.

QIMA Quality Inspection India Pvt. Ltd.
A 33, Ma Anandmayee Marg, 4th Floor, FIEE Complex,
Block A, Okhla Phase II, Okhla Industrial Area, New Delhi, Delhi 110020
Tel: +91 11 4672 3300
Qima.com


Principal
Dronacharya College of Engg.
Farukh Nagar - 128009

Appendix A

Personal Data Collection Statement

Your personal data will be used for general human resources management purposes, internal and intragroup communications and for monitoring compliance with the Company's policies and procedures. Your personal data may be transferred within India or overseas to persons in Associated Companies, third parties who provide services to the Company, government departments and regulatory authorities. In the event of an acquisition, merger or public offering of the Company or an Associated Company, the Company may transfer your personal data to any actual or proposed purchaser of all or part of the business or the purchaser or subscriber for shares.

You acknowledge and give consent to the Company collecting personal information, monitoring employees and using logging devices (including, without limitation, video cameras, door passes, recorded telephone lines, mobile telephone records, email and internet access).

Personal data will only be collected for relevant and lawful purposes and the Company will take all practical steps to ensure that the personal data it holds is accurate and correct. In addition, the Company is committed to protecting security of personal data and will take all practical steps to avoid unauthorized or accidental access, erasure or other use of your personal data.

It is mandatory for you to provide your personal data. If you refuse to do so, the Company may not be able to process your application (if prior to your commencement) or continue your employment or continue to provide benefits connected with your employment.

You have the right to request access to your personal data, to obtain copies of such data held by the Company and to request that any inaccurate data be corrected.

If you have any questions relating to the collection and processing of your personal data by the Company or your ability to request access to, copies of or the correction of your personal data, please contact the HR department: hr@qima.com.

Appendix B

Post Termination Restrictions

In addition to the other post termination obligations set out in the Agreement (such as obligations of confidentiality), you acknowledge that the following restrictions properly protect the legitimate business interests of the Company and so you unconditionally agree to be bound by the following non-competition and non-solicitation restrictions.

1. Non-Competition

1.1 You shall not during your employment and for six months immediately following the Termination Date, within the Prohibited Area:

- (a) on your own behalf or in conjunction with any Person act as a consultant, employee, director, agent or officer or in any other capacity in a Competing Business or otherwise provide services thereto or provide services to that Competing Business, being services, which are similar to the ones now being performed by the Company;
- (b) on your own behalf or in conjunction with any Person carry on or set up or be interested in a Competing Business save that you may hold up to 5% of any class of securities in any company which is listed on a recognised stock exchange;
- (c) on your own behalf or on behalf of any Competing Business supply or facilitate the supply of Restricted Goods or Services to or deal with any Client;
- (d) on your own behalf or on behalf of any Person employ or otherwise engage or facilitate the employment or engagement of the services of any Key Employee whether or not any such Key Employee would in entering into the employment or engagement commit a breach of contract; and
- (e) on your own behalf or for any Person deal with a Business Partner.

2. Non-Solicitation

2.1 You shall not during the Restricted Period directly or indirectly:

- (a) on your own behalf or for any Person induce, solicit or entice or try to induce, solicit or entice any Key Employee to cease working for or providing their services to the Company whether or not any such Key Employee would in entering into the employment or engagement commit a breach of contract;
- (b) on your own behalf or for any Competing Business, induce, solicit or entice or try to induce, solicit or entice any Client to cease conducting business with the Company or to reduce the amount of business conducted with the Company or adversely to vary the terms upon which any business is conducted with the Company or to exclude the Company from new business opportunities in relation to the Restricted Goods or Services; and
- (c) on behalf of any Competing Business induce, solicit or entice or try to induce, solicit or entice any Business Partner to terminate its arrangements with the Company, or seek to vary those arrangements irrespective of whether any such action would be in breach of the Business Partner's contractual arrangements with the Company.

Associated Companies

2.2 Clauses 1 and 2 above will also apply as though references to the Company were substituted with references to Associated Company. Each of these provisions will, with respect to each Associated Company, constitute a separate and distinct covenant and the invalidity or unenforceability of any such covenant shall not affect the validity or enforceability of the covenants in favour of the Company or any other Associated Company. The provisions of this "Associated Companies" provision shall only apply in respect of those Associated Companies:

- (a) with whom you have given your services;
- (b) for whom you have been responsible; or
- (c) with whom you have otherwise been concerned,

in the twelve (12) months immediately preceding the Termination Date and you agree to be bound by and comply with the terms and conditions of this Appendix B with respect to such Associated Companies as if you entered into separate agreement with each of them.

- 2.3 In relation to each Associated Company referred to in the paragraph immediately above, the Company contracts as trustee and agent for the benefit of each such Associated Company. You agree that, if required to do so by the Company, you will enter into covenants in the same terms as those set out in clauses 1 and 2 hereof directly with all or any of such Associated Companies, *mutatis mutandis* and the Company shall be entitled, and is hereby irrevocably and unconditionally authorised by you, to execute all such documents as are required to give effect to the foregoing, on your behalf.

3. Definitions

- 3.1 Terms defined in the Contract shall have the same meaning in this Appendix B.
- 3.2 “**Business Partner**” means any Person what has entered into a joint venture or partnership with the Company or any Associated Company with whom you have had material dealings during the Relevant Period;
- 3.3 “**Client**” means any Person (i) who or which at any time during the Relevant Period was provided with products or services by the Company or any Associated Company or (ii) who or which was a Prospective Client or (iii) about whom or which you have confidential information, and in each case with whom or which you had material dealings at any time during the Relevant Period;
- 3.4 “**Competing Business**” means any business that (i) studies, develops, manufactures, markets or sells products that are identical or substantially similar to those that are or were studied, developed, manufactured, marketed or sold by the Company or an Associated Company in the Relevant Period or (ii) provides services that are identical or substantially similar to those provided by the Company or by any Associated Company in the Relevant Period.
- 3.5 “**Key Employee**” means any person who at the Termination Date or at any time during the Relevant Period is an officer or employee of or consultant to the Company or any Associated Company who occupied a managerial, sales, marketing, technical support or product development position with whom you, in the course of your employment with the Company or any Associated Company, have had dealings at any time during the Relevant Period;
- 3.6 “**Person**” means any person, firm, limited liability partnership, company, corporation, organisation or other entity;
- 3.7 “**Prohibited Area**” means India, in which you have substantially performed your duties during the twelve (12) months preceding your Termination Date.
- 3.8 “**Prospective Client**” means any Person to whom or which during the Relevant Period the Company or any Associated Company had submitted a tender, taken part in a pitch or presentation (whether written, oral or otherwise) or with whom or which it was otherwise negotiating for the supply of Restricted Goods or Services;
- 3.9 “**Relevant Period**” means the period of twelve (12) months immediately preceding the Termination Date;
- 3.10 “**Restricted Goods or Services**” means goods or services of a type provided by the Company or any Associated Company at the Termination Date in relation to any business in which you have been involved to a material extent during the Relevant Period;
- 3.11 “**Restricted Period**” means during your employment and for twelve (12) months immediately following the Termination Date.

- 3.12 "Supplier" means any Person who or which at any time during the Relevant Period supplied goods or services (other than utilities or goods or services supplied for administrative purposes) to the Company or any Associated Company with whom you or any person directly reporting to you had material dealings during the Relevant Period;
- 3.13 "Termination Date" means the date on which either party serves notice on the other to terminate your employment.

4. Miscellaneous

4.1 Both parties acknowledge that the prohibition and restrictions contained in this Appendix B are:

- (a) reasonable as to period, territorial limitation and subject matter;
- (b) are no more than that which is reasonably required for the protection of the Company's (or relevant Associated Company's) legitimate business interests and of any Confidential Information you may have learned or possessed during your employment; and
- (c) constitute entirely separate, severable, and independent restrictions, and if any one or more of such restrictions either taken by itself or themselves together, is adjudged to go beyond what is reasonable in all the circumstances for the protection of the legitimate interests of the Company or any Associated Company but would be adjudged reasonable if any particular restriction or restrictions were deleted or if any part or parts of its or their wording were deleted, restricted or limited in a particular manner then the restrictions set out in this Appendix B will apply with such deletions, restrictions, or limitations as the case may be.

Any breach or threatened breach of this Appendix B will irreparably injure the Company, and if breached, money damages will not be an adequate remedy. Therefore, the Company may obtain and enforce an injunction, to the extent allowed by applicable law, prohibiting you from violating this Appendix B. This is not the Company's only remedy, it is in addition to any other remedy available.

- 4.2 You agree that in the event of receiving from any person, company, business entity or other organization an offer of employment during the continuance in force of any of the restrictions set out in this Appendix B, you will forthwith provide to such person, company, business entity or other organization a full and accurate copy of this Appendix B.
- 4.3 The Company may, at its absolute and sole discretion, include a special provision in any reference or work certificate to be given to you during the Restricted Period regarding the restrictions as set out in this Appendix B.



Annexure 1-Salary Structure

Name: Mihir Malhotra
City: Delhi

Compensation Structure		
Breakup of Salary	Monthly (INR)	Annually (INR)
Basic Salary	7,920.00	95,040.00
House Rent Allowance (HRA)	3,960.00	47,520.00
Meal Allowance	2,200.00	26,400.00
Special Allowance	5,720.00	68,640.00
Gross Pay (Without Retirals benefits)		2,37,600.00
Provident Fund (Employer's Contribution)	1,800.00	21,600.00
Medical Insurance	833.33	10,000.00
Cost to the Company (CTC)	22,433.33	2,69,200.00
Less: Deductions		
Provident Fund Deduction (Employee's Contribution)	1,800.00	21,600.00
Income Tax Deduction*	-	-
Net Pay	18,000.00	2,16,000.00

Note:

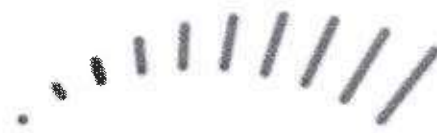
- USD to INR conversion rate taken for the above computation: 1 USD = INR 75
- Employer's Contribution to Provident Fund (maximum 12% on 1,80,000/- of Basic Salary per annum)
- Gratuity is at 4.81% of your Basic Salary and its payable on separation, subject to completion of 5 years of service in the company with the prevailing acts.
- Performance bonus is paid as per the terms and conditions of the company bonus plan.
- Any tax liability arising out of these allowances, perquisites and reimbursements will be borne by the employees.

Admission Dronacharya Group of Institutions

From: Mohit Sharma <mohitsharma26900@gmail.com>
Sent: Friday, December 30, 2022 4:58 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Reminder: Please DocuSign: 2022 IRP.RRP Offer Letter.docx

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

From: Praveen Palanisamy via DocuSign <dse_na2@docusign.net>
Date: Sun, Jan 23, 2022 at 11:40 AM
Subject: Reminder: Please DocuSign: 2022 IRP.RRP Offer Letter.docx
To: Mohit Sharma <mohitsharma26900@gmail.com>


REVATURE



Praveen Palanisamy
praveen.palanisamy@revature.com

Mohit Sharma,

Please DocuSign 2022 IRP.RRP Offer Letter.docx

Thank You, Praveen Palanisamy

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Principal
Dronacharya Group of Institutions
Farrukh Nagar - Meerut

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Dronacharya College of Engg.
Farrukh Nagar - 123013

Admission Dronacharya Group of Institutions

From: CAMPUS NCR - NextGen Ventures <campus.ncr@nextgenventures.in>
Sent: Friday, July 29, 2022 3:52 PM
To: info@dronacharya.info; tpo@gnindia.dronacharya.info;
tpo@ggnindia.dronacharya.info
Cc: Ventures Kaushik Sir - NextGen; Indira; Indranath Mitra - NextGen Ventures;
priyanka@nextgenventures.in
Subject: NextGen Ventures | Recruitment Result - Sandhar Technologies - GET & MT/2022
Batch - NCR - DCE

NextGen Ventures

RECRUITMENT RESULT

GET: B.E. / B.Tech (Electrical - EE & EEE, Mechanical, Electronics - ECE, ETC, CSE, IT)

MT: MBA or Equivalent (Marketing, HR Specialization)

2022 passing out batch.

Dear Sir/Madam,

With respect to the "Joint Campus Drive" by & for by & for "Sandhar Technologies Limited" for the 2022 passing out batch B.E. / B.Tech (Electrical - EE & EEE, Mechanical, Electronics - ECE, ETC, CSE, IT) & MBA or Equivalent (Marketing, HR Specialization) candidates from few selected colleges in your region., please find the Result of the Recruitment Drive as mentioned below

List of Selected Candidates:

SL NO	CANDIDATE NAME	COURSE	STREAM	BATCH	INSTITUTE NAME	EMAIL ADDRESS	CONTACT NO
1	PULKIT KATARIA	B.E./B.TECH	MECH	2022	DCE	pulkitkataria470@gmail.com	9728926800

The selected candidates need to send the Following Documents:

- ID Proofs
- All Educational Documents
- NOC from the concerned Institute

Note:

- Candidates are hereby informed to send their joining confirmation at campus.ncr@nextgenventures.in within 30th July, 2022 - 11:00 AM


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Dronacharya College of Engg
Farukh Nagar - 132003

DISCLAIMER : NEXTGEN VENTURES

- NEXTGEN VENTURES does not commit or guarantee any job to any candidate of the institute while performing its responsibilities within the scope of the work in this initiative.
- The Final recruitment will be carried out through by the corporate depending / matching with their satisfaction & expectation with the candidate.
- NEXTGEN VENTURES (at any stage) in no way will influence/interfere or play any role in the recruitment / selection process of the corporate/employer.
- NEXTGEN VENTURES does not commit any vacancy in any form from any particular company or organization under this initiative.
- The selected candidates will not have to pay any fees or amount to any party concerned in this recruitment drive.
- If a candidate is offered from this recruitment drive under this initiative (also when the candidates accepts the offer), the candidate will not be entitled to appear for any other recruitment process as organized by NEXTGEN VENTURES in terms of PLACEMENT (CAMPUS) SUPPORT INITIATIVE.
- NEXTGEN VENTURES will not be responsible for any change made by the recruiting organization in terms of recruitment offer or joining status at a later stage.

If you need any further explanation please let us know.

Looking forward for your earliest confirmation, active support & cooperation.

Regards,

Biplab Dutta

Campus Services & Solutions Team

NextGen Recruitment Ventures Limited

CORPORATE OFFICE (Kolkata):

Module No. 332, 2nd Floor, SDF Building. Block EP & GP, Sector-V,
Salt Lake Electronics Complex. Kolkata. West Bengal. Pin: 700 091. India

LIAISON OFFICE: New Delhi, Jaipur, Bhubaneswar, Guwahati, Indore, Visakhapatnam & Mangalore.

CIN: U74994WB2018PLC226396

www.nextgenventures.in | Connect to us at **FACEBOOK & LINKEDIN**

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Farukh Nagar - 125006



Sensetek Optical Private Limited

A Professional supplier of CMOS camera modules

Ref No: STE0263

Date: January 04, 2022

Mr. Manvendra Singh
C-45 Phase-1, New Palam Vihar,
Gurgaon, Haryana-122017

Dear Mr. Manvendra,

Appointment Letter

With reference to your application and subsequent interview / discussions with us, we are pleased to offer you a position in our organization, on the following terms and conditions:

Appointment date

This appointment shall take effect from the date you reported for duty, i.e. January 04, 2022

Position / Placement

You will be designated as **Trainee Technician-MME**. Your initial placement will be at our unit located at **175-176, IMT Manesar, Sector 5, Gurugram-122051**. Although your work will consist of the duties assigned to you in the position in which you are appointed, the management may place / assign you to discharge any other duties, which in the opinion of the company are within your capacity to do.

Probationary period

You will be on probation for a period of six months from the date of joining; thereafter the same may be extended for a further period of up to **6 months** if the performance is not found to be satisfactory. Your case will be considered for confirmation on satisfactory completion of your probationary period. You will be deemed to be on probation till your services are confirmed in writing.

Remuneration

You shall be entitled to the following **monthly remuneration**, as per company rules / guidelines as applicable to your category personnel from time to time at the place of posting:

Gross Salary Details

Basic	HRA	Conveyance	Medical	Other Allowance	Gross Salary
10,500.00					10,500.00

In addition to the above you will be eligible for Overtime Wage, Employees State Insurance, Provident Fund and Annual Bonus as per the requirements of our local labor law.

Note: No other remuneration will be applicable unless specified in writing.
Income tax on the above will be borne by you.

Principal
Dronacharya College of Engg.
Gurgaon, Haryana - 122003
Manvendra Singh

Medical fitness

This appointment and its continuance are subject to your being found and remaining medically (physically and mentally) fit

You may be required to undergo medical examination as and when felt necessary by the Management

Termination of service

This appointment is terminable, by either side, without giving any notice to the other side during the probation period. On confirmation of services, the appointment is terminable, by either side, with or without assigning any reason, by giving one month's notice or payment of salary in lieu thereof.

Retirement

You will automatically retire from the services of the company on attaining the superannuating age of 55 years. Your date of birth as given in the Birth Certificate issued by the Competent Authorities or as mentioned in your educational certificates submitted by you to the company, re-checked with the date of birth as mentioned by you in the Employment Application Form submitted at the time of employment, will be taken into account for this purpose.

Other terms and conditions

The company expects and believes that you shall work with a high standard of initiative, efficiency and economy.

Your duties and responsibilities will be such as may be specified from time to time by the Management, depending upon the exigencies of work.

You will be governed by the rules and regulations and guidelines in force and as applicable to your category personnel at the place of posting.

The company understates no liability to provide you lodging as a part of this appointment

You will be a whole-time employee of the Company and shall not, either directly or indirectly, undertake any other business, work in any other company or hold public office on payment (full time or part time) or otherwise, except with the written permission of the Management. You shall faithfully serve the company and use your best endeavors to protect and promote the interests of the company.

The company may transfer you to any of its offices or group / associate companies in India or abroad, existing or to be taken over / opened in the future, as it may consider necessary in its sole discretion at any point of time, without adversely affecting your remuneration. On transfer, you shall be governed by the terms and conditions of service as applicable to your category personnel at the place of posting. Transfer of services will not be deemed to constitute a change in the conditions of service and no extra facilities or perquisites or additional benefits will be permissible.

You shall take all precautions and fulfill all requirements of statutory regulations relating to the areas of work assigned to you from time to time.

You shall not give out to any one, by word of mouth or otherwise, either during the period of employment with us or thereafter, any confidential information concerning the company (or its associates' / subsidiaries') operations, plans, know-how etc. that you may come to know as an employee of the company.

Principal
Dronecharya Division of Egg,
Faridkot, Punjab, India

Manshu

This appointment and its continuance is subject to your undertaking that apart from maintaining secrecy as mentioned above, you shall not (except in the normal course of company's business) publish any article or statement, deliver any lecture or broadcast or telecast or videotape or make any releases to the Press (including magazines / publications) relating to the company's products or services or any matter in which the company may be concerned, unless you have obtained prior written permission from the Company.

If you conceive of any new or advanced methods of improving processes / formulae in relation to the operations of the company, such development will be fully communicated to the Company and the same shall remain as the sole right / property of the Company.

During the tenure of your employment in the company, in the process of performing of your duties or executing your powers, authority or discretion vested in you by the company, you shall not obtain / receive any benefit, other than those approved by the company, from any organization with which the company has a business relationship.

You or your direct relatives will not have any interest in holding share, agreement, transaction or any arrangement in or with any organization with which the company may have a business relationship or direct competition in the industry and thereby receive any benefits directly or indirectly.


In all other matters including those not specifically covered in this letter, such as leave facilities, traveling, holidays, working hours etc. you will be governed by such company rules / standards as may be applicable at the place of posting, to the employees of your category in the company, from time to time.

In case you commit breach of any of the terms and conditions of employment with us or found guilty of misconduct (inclusive of any such act outside your duty hours / outside the premises of the establishment) affecting the interests of the company or the reputation of the company / its employees, or indulge in non-observance of any of the rules of the company and / or disrupting the smooth and efficient working of the company, your services shall be terminated without notice and without any payment in lieu thereof. In such an event, you shall have no claim on the company whatsoever.

The company reserves to itself the right to amend, alter or vary any of the terms and conditions of your employment including remuneration and eligibilities, at any time during the tenure of your employment in the Company.

Verification

This appointment is based on the information provided by you in your application, employment form and otherwise. Your appointment will be treated as null and void and shall be terminated with immediate effect if any breach of trust, bribe taken, material error or misrepresentation or false information or suppression of information (in the company's opinion) is discovered at any time, without any notice and without any payment in lieu thereof.


D. Manjunath
Director General
Public Health Services

Acceptance of terms of appointment

Please return the duplicate copy of this appointment letter duly signed in token of your having accepted the appointment on the above said terms and conditions


We welcome you to the Organization and look forward to a mutually fruitful and long association

Yours faithfully,


Ajay Datta
CMO & Country Manager, India

I have read and understood the above terms and conditions of employment and I hereby signify my acceptance of the same

Date 4 Jan 22 Place Gurgaon Signature Mankesh


Principal
Dronacharya College of Engg.
Farukh Nagar - 125005



Sensetek Optical Private Limited

Ref. No: LOHR 01/04

Date: January 03, 2022

Mr. Manvendra Singh,
C-45 Phase-1, New Palam Vihar,
Gurgaon, Haryana-122017

Dear Manvendra

Letter of offer for Appointment

Further to your application and the subsequent interviews / discussions you had with us, we are pleased to convey to you, through this communication, our intent to invite you to join us as Trainee Technician-MME on January 04, 2022 at a mutually agreed Gross of Rs. 10500.00 (Rupees Ten Thousand Five Hundred only) per month. You will be entitled to Overtime, Employee State Insurance, Provident Fund, Annual Bonus, Earned Leave benefits in addition to the monthly salary the same shall be communicated to you by way of a formal appointment letter to be issued to you on joining duty.

Please note that this offer is valid till January 04, 2022 and shall automatically stand withdrawn in case you do not report for duty on or before this date.

The location of your assignment will be 175-176, IMT Manesar, Sector-5, Gurugram-122051.

Following documents are to be submitted to the HRD Department, if not provided already on or prior to the date of joining

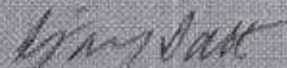
- Two passport size colour photographs
- Proof of age, birth certificate or education certificate with date of birth
- Highest educational certificate copy
- Copies of certificates of professional courses pursued, if any

Please report for duty to the HRD Department at 8.30 A.M. at the above mentioned address, on the scheduled date for completing the joining formalities.

Please return the duplicate copy of this letter, duly signed by you in token of your acceptance.

We look forward to your joining us for a long and mutually successful association.

Yours faithfully,


AJAY DATTA
CEO & County Manager, India


Manvendra Singh
Principal
Bhroncharya College of Engg.
Farukh Nagar - Meerut



Sensetek Optical Private Limited

A Professional supplier of CMOS camera modules

Date: January 04, 2022

Dear Ankit Kumar,

We welcome you to the **SENSeTEK Family** on your joining today.

Sensetek is a young and up-coming organisation, established in the year 2015 in China by Taiwanese Management Mr. Allen. With the Trust of our Customers, Strength of our capable business partners and a Strong business concept, Sensetek to-day has grown into an Asia wide sourcing organisation in the **Cameras for Smart Phone Industry**.

Sensetek has gained a reputation among its valued clients, for the quality and timely service – a reputation earned through a team of trained, enthusiastic, competent and dedicated human resource coupled with our cordial relations with all those with whom we deal with.

At Sensetek we do not recruit people just for jobs but for long term career. You have been inducted as a member of the **Sensetek Family**, as we believe that you have the potential and the desire to meet the high standards of 'excellence' set by the company. We would like you to consider today not as a first day of a job but as *an exciting beginning of a long and fruitful career*

Sensetek's Vision is 'to be a professional and creative global company that cares' and our Mission is 'understanding and fulfilling customers' and dynamic market needs, developing and maintaining relationships with our suppliers and constantly developing the potentials of our human resources.'

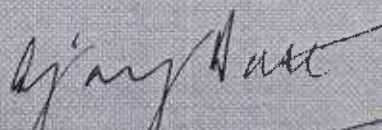
Sensetek's Values are 'Trust; Transperancy; Respect; Empathy; Competency; Team work; Sincerity and Care'.


We are confident that you shall, as a proud member of the **Sensetek Family**, contribute towards sustaining **Sensetek** at the pinnacle.

We once again welcome you to **Sensetek** and look forward to help you to build your carrer and climb the growth ladder with us.

Wish you all the best.

Yours Sincerely,


AJAY DATT
CMO & County Manager Indian


Ankit Kumar
Farrukh Nagar - 122001



Sensetek Optical Private Limited

A Division of Sensetek Optical Private Limited

Date: January 04, 2022

Dear Siddarth Gaur,

We welcome you to the SENSETEK Family on your joining today.

Sensetek is a young and up-coming organisation, established in the year 2015 in China by Taiwanese Management Mr. Allen. With the Trust of our Customers, Strength of our capable business partners and a Strong business concept, Sensetek to-day has grown into an Asia-wide sourcing organisation in the Cameras for Smart Phone Industry.

Sensetek has gained a reputation among its valued clients, for the quality and timely service – a reputation earned through a team of trained, enthusiastic, competent and dedicated human resource coupled with our cordial relations with all those with whom we deal with.

At Sensetek we do not recruit people just for jobs but for long term career. You have been inducted as a member of the Sensetek Family, as we believe that you have the potential and the desire to meet the high standards of 'excellence' set by the company. We would like you to consider today not as a first day of a job but as an exciting beginning of a long and fruitful career.

Sensetek's Vision is 'to be a professional and creative global company that cares' and our Mission is 'understanding and fulfilling customers' and dynamic market needs, developing and maintaining relationships with our suppliers and constantly developing the potentials of our human resources.

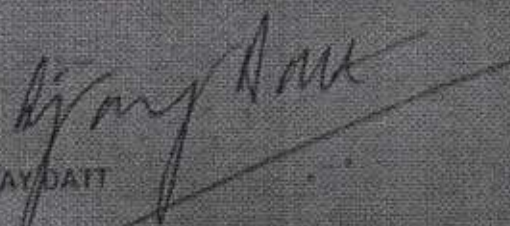
Sensetek's Values are Trust; Transperancy; Respect; Empathy; Competency; Team work; Sincerity and Care'.

We are confident that you shall, as a proud member of the Sensetek Family, contribute towards sustaining Sensetek at the pinnacle.

We once again welcome you to Sensetek and look forward to help you to build your career and climb the growth ladder with us.

Wish you all the best.

Yours Sincerely,


AJAY DATT
CMO & County Manager Indian


Principal
Dronacharya College of Engg.
Farakh Nagar - 122509

Date: 26.05.2022

Ref: SEQ/HR-Offer/2022/098

Anshul Yadav
S/o Budhram,
Village Joniawas,
Po Jataula, Gurgaon
HR-122504

Offer Letter

Dear **Anshul,**

With reference to your application & subsequent interviews had with us, we are pleased to offer* you a position as **Associate Development Consultant** in Agents Development department with Sequentum India Pvt. Ltd.

Sequentum will provide you with a total compensation package that consists of your base salary as discussed and agreed at the time of interview.

Your joining date will be **18.07.2022 (Monday)**. You will be on probation for a period of 6 months from the start date of your employment. The detailed Appointment Letter and Job Description will be issued later on. Your home office would be in **Gurgaon**, India.

We are looking forward to your joining us. Our top priority is to employ individuals, like you, who can use their business knowledge and creativity to add value to Sequentum and its clients. We are sure that you would find life with Sequentum to be motivating and challenging.

Kindly return a copy of this letter duly counter signed by you as a token of your acceptance.

We welcome you in our organization and wish you a long and prosperous career with us.

With best wishes,

Cordially,
For **Sequentum India Pvt. Ltd.**



(Sangeeta Mishra)
Director



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123508



Sequentum India Pvt. Ltd.

CIN-U72900HR2018FTC077249

GSTIN 06ABBBS2435C1ZU

Sanskriti Overseas, Plot No-758, 3rd Floor,

Udyog Vihar, Phase-5, Gurgaon-122016 (Haryana) India.

Email- hr.india@sequentum.com, Ph. No.- 0124-4227999

Annexure 'A'

Documents to be submitted on the Date of Joining

1. 3 Passport size photographs
2. Duplicate copy of the offer letter duly accepted (if not submitted already)
3. Photocopy of your graduation and/or post-graduation certificate/degree
4. Relieving letter from the company (if you were working earlier) along-with last 3 months salary slip
5. Copy of your PAN Card
6. A cancelled cheque of your Saving Bank Account where the salary would be credited along with any of the following documents as your 'proof of identity':
 - Valid Passport
 - Voter's ID Card
 - Aadhaar Card

**This offer is subject to verification of the information's provided at the time of Interview and stands cancelled if at any stage, verification is found unsatisfactory.*

I hereby accept and agree to this employment contract.

Name : Anshul Yadav

Signature : _____

Date : _____

Fill this section ONLY upon joining, in case there is a change in joining date.

I hereby confirm my joining date as below:

(Revised joining date)

Signature : _____


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Sucheta Dey <suchetadey1410@gmail.com>
Sent: Tuesday, February 8, 2022 3:55 PM
To: TPO
Subject: Fwd: Offer Letter Sucheta
Attachments: Outlook-dyts52nt.png; Outlook-dyts52nt.png

Follow Up Flag: Follow up
Flag Status: Completed

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

From: Gunjan Jhamb <gjhamb@psbedi.com>
Date: Tue, Feb 8, 2022, 3:05 PM
Subject: Offer Letter Sucheta
To: suchetadey1410@gmail.com <suchetadey1410@gmail.com>
Cc: Deepak <deepak.y@shotam.com>, Swati <recruitment1@shotam.com>, Himanshi <cs@shotam.com>, Hemant Dagar <hr1@shotam.com>, Rakhi <rakhi.s@shotam.com>

LOI 01/Galaies/2022

08 Feb
2022

Ms. Sucheta Dey

Sub: OFFER LETTER
Re: Appointment as "Sales Coordinator "

Dear Sucheta,

This has reference to your application and subsequent interview you had with us.

We are pleased to inform you that you have been selected for the above-mentioned post on the terms and conditions mutually discussed and agreed upon.

You are required to submit the following documents at the time of joining on 09 Feb 2022.

1) Certified true copies of all your testimonials.


Principal
Dronacharya College of Engg.
Farukh Nagar, Faridkot

- 2) Reference of three persons preferably from your institution.
- 3) Photographs - 4 no passport size.
- 4) Medical Report stating Blood Group.
- 5) Xerox copy of your Adhaar Card, Pan Card , Passport, Voter card, Driving License.
- 6) Proof of Residence

Your working will be in Corporate Office , Delhi

A formal appointment letter shall be given to you after completion of the above formalities on your joining date.

Please acknowledge the receipt of this letter as a token of your acceptance of this offer.

We look forward to a long and happy association with us.

For,

Galaies Electronics Pvt Ltd

Regards,
Gunjan Jhamb
Manager – HR

PSBediGroup

AEO| ISO 9001:2015 | ISO 14001:2015 | OHSAS 18001:2007 | ISO 20121:2012 | ISO 28001:2007
| C-TPAT
D-14/1 & 14/2, Okhla Industrial Area, Phase - I, New Delhi-110 020, India
Tel: +91 11 4605 5200 | Fax: +91 11 41552911 | Mob: +91 9810393646
Email id: gjhamb@psbedi.com | Website: www.psbedi.com




Principal
Dronacharya College of Engg.
Farrukh Nagar - 123503

Admission Dronacharya Group of Institutions

From: hr@jmenvironet.org . <hr@jmenvironet.org>
Sent: Monday, June 20, 2022 6:09 PM
To: Samar Pratap Singh; TPO
Cc: Dinesh Yadav; Aishwarya Mukhopadhyay
Subject: Re: Regarding joining latter

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Mr. Samar Pratap Singh,

Greetings from JM Group!!

With reference to your interview, we would like to congratulate you on being selected for the post of **Environment Trainee** with JM based in **Gurugram** location (Address: J.M. EnviroNet Pvt. Ltd., Unit No.1517, Tower -B, Emaar Digital Greens, Golf Course Ext. Road, Sector-61, Gurugram-122011 (Haryana). You will be remunerated an amount of **INR 20,000/ (Rupees Twenty Thousand Only/-)** per month.

We have already discussed the profile as a full-time employee and other requirements at the time of interview (learning during training period to handle projects independently, bond, NDA, site visits with team, probation period etc.), however, for any further clarification or concerns, you may contact the undersigned Mrs. Pooja Jain Assistant Manager-HR@9929309427.

If you are interested in the job, kindly revert to the email stating your consent to join us and your date of physically joining in our office will be 4th July, 2022.

NOTE- You are required to bring the following documents on the day of your joining: -

1. Updated resume
2. 2 Nos. PP size photographs
3. Copy of address proof (driving license, voter id, adhaar card, etc.)
4. Copy of PAN card
5. Educational certificates (Xth, XIIth, Graduation and Post-Graduation, etc.)
6. Previous jobs' relieving and experience letters, last 3 months' salary slips
7. Bank Details (Photocopy of Passbook & IFSC Code)

We believe you will take this as an opportunity and prove to be an asset for the organisation with your performance.

Thanks & Regards,
For J.M. EnviroNet Pvt. Ltd.


Principal
Dronacharya College of Engg.
Farukh Nagar - Haryana

Pooja Jain
Assistant Manager - HR
9929309427

On Thu, Jun 16, 2022 at 8:37 PM Samar Pratap Singh <samarsingh159@gmail.com> wrote:

Respected Sir,

Thank you for selecting me in your company and gives me opportunity to do work for J.M. EnviroNet. I am ready to join company. I request you to share my joining letter

Samar Pratap Singh
from Dronacharya collage of engineering
(8585991974)


Principal
Dronacharya Collage of Engg.
Farukh Nagar - 120004

Admission Dronacharya Group of Institutions

From: Sakshi Gupta <sakshi.gupta@skilrock.com>
Sent: Friday, February 25, 2022 12:09 AM
To: deepakjhankra31@gmail.com
Cc: Rakesh Arora; sushant.varshney@skilrock.com; tpo@ggnindia.dronacharya.info
Subject: OFFER LETTER || SKILROCK TECHNOLOGY PVT. LTD
Attachments: Deepak Jhankra Drona.pdf

Hi Deepak ,

Congratulations !! 🎉🎉

It gives us great pleasure in welcoming you to the Skilrock family. We are confident that your joining us will add to the organization's strengths of competence, commitment, and customer satisfaction.

Please find enclosed our Offer of Employment. Kindly acknowledge your acceptance of the offer within the next 24 hours .

--

Thanks You

Sakshi Gupta

HR Executive

sakshi.gupta@skilrock.com

LinkedIn - [linkedin.com/in/sakshi-gupta-12488567](https://www.linkedin.com/in/sakshi-gupta-12488567)



S & D Building, #138, II Floor,
Udyog Vihar Phase 1, Gurugram,
Haryana 122002


Principal
Dronacharya College of Engg.
Farukh Nagar - 122002

16th November 2021

OFFER LETTER

Dear Khushi Thareja,

With reference to your application for employment and subsequent interview/ discussion you had with us, we are pleased to offer you employment in our organization as **Software Developer – Devops**.

You are requested to join us on **20th December 2021** at 10.30am at following address **Solveda Software India Pvt. Ltd, 504 Iris Tech Park, Sector-48, Sohna Road, Gurgaon.**

This offer is only valid if you join on or before the mention date.

The details governing your service, compensation and service conditions are outlined below:

1. SERVICE TERMS

Your employment with the company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit.

Your appointment is contingent upon satisfactory reference and background checks including verification of your application materials, education and employment history.

The first 3 months of the Appointment shall be a mandatory probation period and the Appointment may be terminated during this without any prior notice. Or the Company may, at Its discretion, extend the probation period for up to further 3months. During the probation period employee's performance and suitability for continued employment will be monitored.

2. COMPENSATION

Your CTC for the designated job will be **INR 550,000** per annum and after completion of probation period salary will be revised to **INR 6,00,000** per annum.

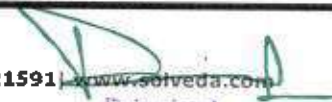
Salary Breakout is defined below in Annexure A of this employment offer.

After completion of financial year, you will be entitled for a performance based variable bonus. Performance based bonus will be based upon -

- Company's financial Year
- Your annual performance in your project and company

Solveda Software India Pvt Ltd

504, IRIS TECH PARK, Sohna Road, Gurgaon - 122002 | Ph:- 0123-4221591 | www.solveda.com


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122006

Retention Bonus is applicable for twelve months from date of joining and would not be continue further unless the same is formally communicated. However, the said bonus would be factored into your Gross Compensation, to give you its benefits during your compensation revision. Further to be eligible for this employee will have to stay with the company for a year and should be on roll of the company as on payable date, (ie yearly joining anniversary date), without any notice of resignation.

You will be entitled for gratuity benefit after completion of 5 years of continuous employment in accordance with the Payment of Gratuity Act 1972. All other terms and conditions would also be as per the provision of Payment of Gratuity Act.

3. SEPARATION

The employment with company can be terminated either by the Company or by you by giving the other party two months' advance notice. This will subject to complete and formal handover of all assignment.

In addition, Solveda may immediately terminate your services without any compensation or prior notice thereof, if you are in material breach of your responsibilities, trust confidentiality, willful misconduct or gross negligence, nonperformance.

4. TRANSFERABILITY & TRAVEL

Your services can be transferred from one department to other, from one company to their subsidiary in the group anywhere in India and abroad whether existing or likely to come in existence at any time in future.

In such case you will be governed by the policies and procedures of the establishment to which you have been transferred to, which would also include Hours, leave.

During the course of business, you may also be required to undertake short-term business travel with in the country or abroad on Company work and you will be paid travel expenses as per the Company Travel Policy.

5. HOURS OF WORK & LEAVE

Office working days are Monday to Friday with flexible working hours. Since you will be working in projects in different time-zones, you may need to overlap certain part of your working hours with your counterparts, it will not ordinarily exceed 48 hours a week. Depending on the project allocated you will have to work in one of the below shifts:

- > 10AM – 7PM
- > 2PM – 11:30PM

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Farrukh Nagar - 123006

You will be entitled to national holidays and 4 weeks of paid holiday. Paid Off's and leaves are detailed In HR Policy handbook.

Your unauthorized absence of work for a continuous period of 5 days will be treated as your "voluntary abandonment of employment".

6. SOCIAL SECURITY AND BENEFITS

Gratuity

As per Payment of Gratuity Act, 1972 employee would be entitled for Gratuity on his/her exit for any reason after rendering five years of continuous services, subject to maximum limit of Rs. 10.00Lac at present.

Medical Health Insurance

You and your family will be entitled for medical insurance cover of up to INR 300,000. Some of the salient features are below: -

- Covers medical expenses incurred during hospitalization of the insured for treatment of illness, disease or injury.
- It also has a sub-limit for maternity cover of Rs 50,000 for normal delivery and Rs 50,000 for caesarean
- Covers your spouse and first 2 children (a new born baby is covered from Day 1) and dependent parents.
- Covers medical expenses incurred during hospitalization of the insured for treatment of illness, disease or injury.

Term Insurance

You will be covered under ICICI Lombard Term insurance, below are the features of cover: -

- An insurance cover that provides for death or disablement resulting solely or directly from an accident external, violent and visible means.
- In case of death or permanent disablement a benefit of INR 2,500,000 applicable as per career stage will be paid to dependents.


7. OTHER GENERAL TERMS OF EMPLOYMENT

Your appointment is based on your representation regarding your qualification and experience during interview, which the company has relied upon. The Company reserve the right to conduct your reference/ Background check/ criminal verification / drug check at any point before and after your formal joining with the organization.

You also authorize the organization to use your personal and official details for any internal purpose as required by the organization to meet its reasonable and fair business needs.

Solveda Software India Pvt Ltd

504, IRIS TECH PARK, Sohna Road, Gurgaon - 122002 | Ph:- 0124-4221591 | www.solveida.com


Principal
Dronacharya College of Engg.
Farukh Nagar - 123003

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.

You will be governed by the policies, norms and processes of the organization as applicable time to time. In case of any violation of organization norms/policies or any discrepancy in the statement of facts, company reserves the right to take disciplinary action against you, including termination of services.

8. DECLARATION

You understand that your appointment will be subject to the verification of your credentials, testimonials and other particulars mentioned by you in your personal data form. In case it comes to the notice of management that particulars given in your application are wrong, your appointment shall be deemed automatically cancelled irrespective of whether you have joined the Company, or you are likely to join the services of company.

9. VALIDATION OF OFFER

You are required to provide the acceptance of this offer in writing with In **1days of receipt**.

The impact of today's technology and pace of change is tremendous. We hope you are excited as we are, to play a part in revolution.

We look forward to your joining us and wish you a long lasting mutually enriching association with Solveda Software India Pvt. Ltd.

Sincerely

Kanika Shakla
Human Resource Department
Solveda Software India Pvt. Ltd

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS

I agree that I have read and understood all the elucidated terms and conditions of letter completely. All the above clauses terms and conditions are agreed and accepted with the expressed intent to be legally bound.

Signature:

Full Name:

Date:

Solveda Software India Pvt Ltd

504, IRIS TECH PARK, Sohna Road, Gurgaon - 122002 | Ph:- 0124-4221591 | www.solveda.com


Principal
Dronacharya College of Engg.
Farukh Nagar - 128005


Annexure - A

Salary Breakout

		Per month	Per annum
Basic Salary		17,179	206,144
HRA		8,589	103,072
Conveyance Allowance		1,600	19,200
Medical		1,250	15,000
Employee PF		2,061	24,737
Employer PF		2,061	24,737
Retention Bonus		5,154	61,843
Executive Allowance		5,052	60,626
Sub Total (in hand)		42,947	515,360
Medical Insurance*			10,000
Gratuity			9,895
Yearly Variable Bonus			14,745
CTC			550,000

Solveda Software India Pvt Ltd

504, IRIS TECH PARK, Sohna Road, Gurgaon - 122002 | Ph:- 0124-4221591 | www.solveda.com


Principal
Dronacharya College of Engg.
Farukh Nagar - 123503

List of Documents/Information to Be Submitted on Date of Joining to Facilitate Joining, Background Verification/Validation and Appointment Process at Solveda India.

Sr No.	Particulars
(A)	ONE SET OF PHOTOCOPY OF FOLLOWING DOCUMENTS:
1	Date of Birth Certificate/Passport
2	Copy of Pan Card or Acknowledgement Slip of Form 49, If applied for Pan No.
3	Copy of full set of Offer Letter, self-attested
(B)	ONE SET OF PHOTOCOPY OF FOLLOWING DOCUMENTS:
4	Professional/Educational Certificates & Mark Sheets: <ul style="list-style-type: none"> • 10th Std. or equivalent marks card and certificate, • 12th Std. Diploma or equivalent marks card and certificate, • Graduation marks card and certificates, • Post-graduation certificate marks card and certificate, • Other relevant educational or skill certifications
5	Resignation/Relieving Letter from last two employers (if applicable)
6	Experience Letter (s) from all your PAST employers including details of period of employment (if applicable)
7	Latest Pay-slip/Salary Certificate from the last two employers (if applicable)
8	Passport - All non-blank pages (if applicable)
9	Permanent & current Residential address proof (Ration Card / Voter ID Card / License Copy etc.,)
(C)	TWO PASSPORT SIZE COLOUR PHOTOGRAPHS AS PER SPECIFICATION
10	COLOUR PHOTOGRAPHS with WHITE BACKGROUND (Name & blood group to be mentioned at the back of Photographs).
(D)	OTHER INFORMATION SOUGHTED (To be made available on date of joining)
11	Previous Employment PF Account No. And Pension Account No with complete address of PF Trust (In case Joiner's wish to Transfer their PF)
12	Joiner's family (Parents, spouse, children) details including their DOB
13	HDFC Bank Account No.) (IF Any)
14	Blood Group of Self and Family

Solveda Software India Pvt Ltd

504, IRIS TECH PARK, Sohna Road, Gurgaon - 122002 | Ph:- 0124-4321591 | www.solveda.com

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

srijan:



Srijan Technologies Pvt. Ltd.
8F, Vandana Building,
11, Tolstoy Marg, Connaught Place,
New Delhi - 110001, India

Phone: +91 11 40680241
Email: business@srijan.net
Web: www.srijan.net
CIN: U30007DL2002PTC117630

Mr. Mohit Sharma ,

December 31st, 2021

H.No. 269 (3rd floor)
Police Line , Near
Main Bus Stand
Gurgaon - 122001
Haryana - INDIA

Subject: Offer of Appointment as a Javascript Intern

Dear Mohit,

Congratulations!

We are pleased to extend you an offer to join Srijan Technologies Pvt. Ltd.(Srijan) as a JS Intern.

- You will be issued a stipend of **INR 15,000/-** per month (Inclusive of all allowances).
- We have kept your joining date with us as **6th January,2022** and you will be observing **Remote-working** status for **6 Months** internship duration.
- This offer of appointment is valid until **1st January,2022** unless otherwise extended in writing.

As a token of acceptance of this offer of appointment, please return the duplicate of this letter with your signature.

We look forward to your contribution to the growth of the company and wish you the very best in fulfilling your potential with us.



Arjun Singh Latwal
General Manager
Srijan Technologies Pvt. Ltd.

I hereby accept & agree to abide by the Terms & Conditions of this Offer of Appointment

Name of the Candidate

Signature of the Candidate


Principal
Dronacharya College of Engg.
Farukh Nagar - 122604

Modernizing your
Digital Systems

Australia Canada Germany Hong Kong India Japan
Malaysia Philippines Singapore UK USA

srijan:



Srijan Technologies Pvt. Ltd.
8F, Vandana Building,
11, Tolstoy Marg, Connaught Place,
New Delhi - 110001, India

Phone: +91 11 40680241
Email: business@srijan.net
Web: www.srijan.net
CIN: U30007DL2002PTC117630

Mr. Rozer Kshetrimayum ,

December 24th, 2021

Singhal Residency-2
Flat-510, Arya Nagar
Sarfabad, Sector 73
Noida - Delhi
201307 - India

Subject: Offer of Appointment as a Javascript Developer Intern

Dear Rozer,

Congratulations!

We are pleased to extend you an offer to join **Srijan Technologies Pvt. Ltd.(Srijan)** as a **JS Developer Intern**.

- You will be issued a stipend of **INR 15,000/-** per month (Inclusive of all allowances).
- We have kept your joining date with us as **3rd January,2022** and you will be observing **Remote-working** status for **6 Months** internship duration.
- This offer of appointment is valid until **26th December ,2021** unless otherwise extended in writing.

As a token of acceptance of this offer of appointment, please return the duplicate of this letter with your signature.

We look forward to your contribution to the **growth** of the company and wish you the very best in fulfilling your potential with us.

Praveen Kumar
COO
Srijan Technologies Pvt. Ltd.

I hereby accept & agree to abide by the Terms & Conditions of this Offer of Appointment

Name of the Candidate

Signature of the Candidate

Modernizing your
Digital Systems

Australia Canada Germany Hong Kong India Japan
Malaysia **Dronacharya College of Engineering**
Farrukh Nagar - 128506

FIORA ONLINE LIMITED
A **TATA** ENTERPRISE

Ref. No. : FOL-2021/154

Nov 22, 2021

Neelima
D-231,Gali no.-8
Phase-4 Ayanagar
New Delhi - 110047

Offer of Appointment

Dear Neelima,

Further to your application and the subsequent interview you had with us, we have pleasure in informing that you have been selected for the position of "Graduate Engineer Trainee" for our "Technology" department on the following terms and conditions.

Although you have been appointed for Gurgaon, your services are liable to be transferred to any other establishment of the Company throughout India.

We hereby offer you a sum of **Rs. 370000/-** per annum as emoluments on the principle of "total cost to the Company". Statutory deductions such as contributions to Provident Fund, Professional Tax and/or any other deductions, as may be applicable in your case under the law, will be effected from the gross emoluments and the net amount derived after such deductions would be paid to you on a monthly basis. A detailed letter of appointment indicating the break-up of your emoluments and other service conditions in terms of a Service Agreement to be entered into will be issued on your joining the services of our Company.

As discussed, the date of your joining our services shall not be later than **01-Dec-2021**.

You will observe a six days working week.

Please note that this employment offer is subject to:-

1. Successful completion of the Background Screening process
2. Submission of all your educational & employment certificates in original for our verification.

We welcome you to our Organisation and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come. Kindly return the duplicate copy of this letter duly signed by you in token of your having accepted the terms and conditions herein contained.

With Best Wishes,

Yours faithfully,

I have read the above terms & conditions
of my appointment. I accept the same

Authorised signatory

Emp. Signature: _____




Registered Office: 2nd Floor, TAJ Building, 210 Dr. D.N. Road, Fort, Mumbai – 400001.
Communication Address: 25th & 26th Floor, Lodha Excelus, New Cuffe Parade, Sewri - Chembur Road, Near
Imax Dome Theatre, Wadala, Mumbai – 400037
Tel: (91 22) 67009026 | Fax: (91 22) 67009027 | Website: www.starquik.com
Corporate Identification No: U74999MH2017PLC303402


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122606

FIORA ONLINE LIMITED
A **TATA** ENTERPRISE

Annexure

Employee Name	Neelima	
Designation	Graduate Engineer Trainee	
Location	Gurgaon	
Particulars	Monthly Amount	Annual Amount
Basic	11310	135720
Additional Allowance	3690	44280
Consolidated Allowance	12115	145384
Employer PF (Basic + Additional Allowance)		21600
Gratuity *		6528
Mediclaime Premium **		15588
EDLI		900
Total	27115	370000
* The amount of gratuity is subject to Payment of the Gratuity Act 1972 and is payable only after completion of 5 years of continuous service.		
** Mediclaime premium is calculated for family i.e. employee, spouse, 2 children and is an indicative figure.		
Signature :- 		



Registered Office: 2nd Floor, TAJ Building, 210 Dr. D.N. Road, Fort, Mumbai – 400001.
 Communication Address: 25th & 26th Floor, Lodha Excelus, New Cuffe Parade, Sewri - Chembur Road, Near
 Imax Dome Theatre, Wadala, Mumbai – 400037
 Tel: (91 22) 67009026 | Fax: (91 22) 67009027 | Website: www.starquik.com
 Corporate Identification No: U74999MH2017PLC303402


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123503

FIORA ONLINE LIMITED
A **TATA** ENTERPRISE

Ref. No. : FOL-2021/155

Nov 22, 2021

Radhika
H.no 129
Near J aata chakki Bijwasan
New Delhi

Offer of Appointment

Dear Radhika,

Further to your application and the subsequent interview you had with us, we have pleasure in informing that you have been selected for the position of "Graduate Engineer Trainee" for our "Technology" department on the following terms and conditions.

Although you have been appointed for Gurgaon, your services are liable to be transferred to any other establishment of the Company throughout India.

We hereby offer you a sum of **Rs. 370000/-** per annum as emoluments on the principle of "total cost to the Company". Statutory deductions such as contributions to Provident Fund, Professional Tax and/or any other deductions, as may be applicable in your case under the law, will be effected from the gross emoluments and the net amount derived after such deductions would be paid to you on a monthly basis. A detailed letter of appointment indicating the break-up of your emoluments and other service conditions in terms of a Service Agreement to be entered into will be issued on your joining the services of our Company.

As discussed, the date of your joining our services shall not be later than **01-Dec-2021**.

You will observe a six days working week.

Please note that this employment offer is subject to:-

1. Successful completion of the Background Screening process
2. Submission of all your educational & employment certificates in original for our verification.

We welcome you to our Organisation and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come. Kindly return the duplicate copy of this letter duly signed by you in token of your having accepted the terms and conditions herein contained.

With Best Wishes,

Yours faithfully,

I have read the above terms & conditions
of my appointment. I accept the same

Authorised signatory

Emp. Signature: _____




Registered Office: 2nd Floor, TAJ Building, 210 Dr. D.N. Road, Fort, Mumbai – 400001.

Communication Address: 25th & 26th Floor, Lodha Excelus, New Cuffe Parade, Sewri - Chembur Road, Near Imax Dome Theatre, Wadala, Mumbai – 400037


Tel: (91 22) 67009026 | **Fax:** (91 22) 67009027 | **Website:** www.starquik.com

Corporate Identification No: U74999MH2017PLC303402


Principal
Dronacharya College of Engg
Farrukh Nagar - 123506

FIORA ONLINE LIMITED
A **TATA** ENTERPRISE

Annexure

Employee Name	Radhika	
Designation	Graduate Engineer Trainee	
Location	Gurgaon	
Particulars	Monthly Amount	Annual Amount
Basic	11310	135720
Additional Allowance	3690	44280
Consolidated Allowance	12115	145384
Employer PF (Basic + Additional Allowance)		21600
Gratuity *		6528
Mediclaime Premium **		15588
EDLI		900
Total	27115	370000
* The amount of gratuity is subject to Payment of the Gratuity Act 1972 and is payable only after completion of 5 years of continuous service.		
** Mediclaime premium is calculated for family i.e. employee, spouse, 2 children and is an indicative figure.		
Signature :- 		



Registered Office: 2nd Floor, TAJ Building, 210 Dr. D.N. Road, Fort, Mumbai - 400001.

Communication Address: 25th & 26th Floor, Lodha Excelus, New Cuffe Parade, Sewri - Chembur Road, Near Imax Dome Theatre, Wadala, Mumbai - 400037

Tel: (91 22) 67009026 | Fax: (91 22) 67009027 | Website: www.starquik.com

Corporate Identification No: U74999MH2017PLC303402

Principal
Dronacharya College of Engg.
Farukh Nagar - 123505



June 02, 2022

Mr. Anshuman Hasija
H.No. – 134 B, New Colony
Sector – 7, Gurgaon - 122001

SUB: Offer Letter for the position of Graduate Engineer Trainee in QA Department, for SLSPL-1.

Dear Mr. Anshuman,

Please refer to your application and subsequent interview you had with us. We are pleased to offer you the post of **Graduate Engineer Trainee in Quality Assurance Department, for SLSPL-1 (Gurgaon)** on the terms and conditions mutually agreed upon.

You should join your duties on or before **10th June, 2022**, failing which this offer shall stand automatically cancelled. **Kindly acknowledge the offer and share your acceptance via email.**

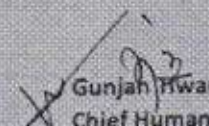
At time of joining, please bring the following documents for completing the joining formalities


- I. Medical Fitness Certificate from a registered medical practitioner.
- II. RT- PCR Report
- III. Six passport size colour photographs.
- IV. Original & Photocopy of your testimonials
 - a. Qualification
 - b. Experience / relieving certificate & salary proof from your previous employers.
 - c. Photocopy of PAN card & Aadhar Card.
 - d. Cancel Cheque / Bank detail
 - e. Permanent residential proof.
 - f. PF. No or UAN of last company

The above offer is subject to the positive response of the information provided by you, your reference check and medical fitness.

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

FOR SUNBEAM LIGHTWEIGHTING SOLUTIONS PVT. LTD.


Gunjan Hwari
Chief Human Resource Officer


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123505

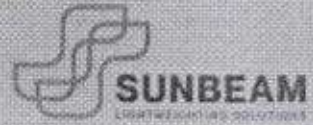
Sunbeam Lightweighting Solutions Pvt. Ltd.
CIN : U29369HR2017PTC071769
38, 6 K.M. Stone, Delhi-Jaipur Highway, Narsingpur, Gurgaon-122001, Haryana, India.
T: +91 124 4129700 | F: +91 124 4129751 | W: www.sunbeamauto.com | E: sunbeam@sunbeamauto.com

DATE : 02/06/2022

NAME	ANSHUMAN HASIJA
DESIGNATION	GET
DEPT	QUALITY ASSURANCE
BAND	1B
DOJ	10/6/2022
LOCATION	GURGAON
CTC	In Rs. Per month
BASIC	12000.00
HRA	6000.00
TOTAL	18000.00
P.F.	1800.00
ESI	135.00
TOTAL	1935.00
TAKE HOME	16065.00
P.F. EMPLOYER SHARE	1800.00
ESI EMPLOYER SHARE	585.00
BONUS (ANNUAL)	1400.00
TOTAL	3785.00
GROSS	21785.00

~~Handwritten signature~~
Handwritten mark


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123508



June 02, 2022

Mr. Dev Godara
VIII. – Dhoolsiras, Sec. - 24
Dwarka, New Delhi- 110077

SUB: Offer Letter for the position of Graduate Engineer Trainee In QA Department, for SLSPL-1.

Dear Mr. Dev,

Please refer to your application and subsequent interview you had with us. We are pleased to offer you the post of **Graduate Engineer Trainee in Quality Assurance Department, for SLSPL-1 (Gurgaon)** on the terms and conditions mutually agreed upon.

You should join your duties on or before **10th June, 2022**, failing which this offer shall stand automatically cancelled. **Kindly acknowledge the offer and share your acceptance via email.**

At time of joining, please bring the following documents for completing the joining formalities

- I. Medical Fitness Certificate from a registered medical practitioner.
- II. RT- PCR Report
- III. Six passport size colour photographs.
- IV. Original & Photocopy of your testimonials
 - a. Qualification
 - b. Experience / relieving certificate & salary proof from your previous employers.
 - c. Photocopy of PAN card & Aadhar Card.
 - d. Cancel Cheque / Bank detail
 - e. Permanent residential proof.
 - f. PF. No or UAN of last company

The above offer is subject to the positive response of the information provided by you, your reference check and medical fitness.

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

FOR SUNBEAM LIGHTWEIGHTING SOLUTIONS PVT. LTD.


Gunjan Twar
Chief Human Resource Officer

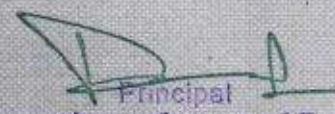
Sunbeam Lightweighting Solutions Pvt. Ltd.
CIN : U29306HR2017PTC071709
36/5 K.M. Stone, Delhi-Jaipur Highway, Harsingpur, Gurgaon (122 001) Haryana, India.
T: +91 124 4129200 | F: +91 124 4129731 | W: www.sunbeamauto.com | E: sunbeam@sunbeamauto.com


Farrukh Nagar - 120506

DATE : 02/06/2022

NAME	DEV GODARA
DESIGNATION	GET
DEPT	QUALITY ASSURANCE
BAND	1B
DOJ	10/6/2022
LOCATION	GURGAON
CTC	In Rs. Per month
BASIC	12000.00
HRA	6000.00
TOTAL	18000.00
P.F.	1800.00
ESI	135.00
TOTAL	1935.00
TAKE HOME	16065.00
P.F. EMPLOYER SHARE	1800.00
ESI EMPLOYER SHARE	585.00
BONUS (ANNUAL)	1400.00
TOTAL	3785.00
GROSS	21785.00

~~Handwritten signature~~
2


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122505



Swasthyakart

Ref No. SK/JL/2022/862

Dated: 26/04/2022

JOINING LETTER

Dear Jay Kumar,

Congratulations! We are pleased to offer you the role of "Web Developer Trainee" at Swasthyakart having its corporate office JMD Megapolis, Sector 48, Gurugram, Haryana, India 122018. Below are the Terms and Conditions for the said offer.

POSTING AND TRANSFER

Your initial posting will be at our Gurgaon office However, your services are liable to be transferred as regular basis, in the same position or such other capacity as the Company may determine, to any department / division / location at any place in India, whether existing today or which may come up in future.

You will be attending company DSM as daily basis as per scheduled timing. You will be online on **Slack and Click-up** which is the official tool for the company.

REMUNERATION

The Company is pleased to offer you **stipend of Rs. 1,20,000/-per annum on regular basis** inclusive of variable performance bonus payout. You will be eligible for variable component only after completion of your probation period. Furthermore, the variable component will be paid to you every 4months basis as long as you are an active employee with us on the date when variable is scheduled to be paid. Typically, variable is calculated by the end of following month after the respective performance period.

PROBATION

You will be placed on initial **probation for a period of 01 (One) Year** from your date of joining. On the successful completion of your probation period, you will be confirmed. The probation period may be extended in case the management deems appropriate. Please note that you are not eligible for any leaves during this probation period.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123503



Swasthyakart

WORKING DAYS& HOURS

A normal work week will be 6 days a week as scheduled by the Company. The responsibilities of your position may necessitate longer working hours for which there will be no overtime or additional compensation. Your working hours will be 10:30am to 07:30pm IST.

TERMINATION

During the probation period,

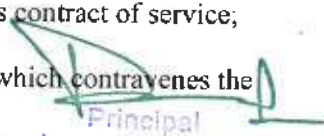
- Company reserves the right to immediately terminate your employment (without notice or salary in lieu) which can be driven by market forces, your performance, contributions and other such reasons.
- However if you decide to leave the company you must provide a notice period of 1 (One) month or salary in lieu off. No leave shall be allowed during such notice period.

After the probation period,

- Company can terminate your employment by giving 1 (One) month notice or salary in lieu of. However, the Company may also relieve you at any time during such notice period along with the salary in lieu of, for the remaining notice period.
- However if you decide to leave the company you must provide a notice period of 1 (One) month. If the exigencies of work so require, the Company may also extend this notice period to ensure business continuity and mitigate any punitive damages. No leave shall be allowed during such notice period. Company also reserves the right to accept your resignation and relieve you sooner than the date offered by you in your resignation letter.

Additionally, the Company has the right to terminate your employment without notice or salary in lieu for reasons as below:

- At any time the statements or declaration made by you to the company are subsequently found to be incorrect, untrue, incomplete, or misleading;
- You commit any breach of your duties and responsibilities under this contract of service;
- You are found guilty of dishonesty, gross negligence or misconduct which contravenes the express or implied conditions of your service;


Principal
Dronacharya College of Engg
Farrukh Nagar - 123506



Swasthyakart

- At any time subsequently after your joining it is found that, there have had been any legal proceedings initiated against you, or you were involved in any misconduct/fraud/ embezzlement of cash in your previous employment or current employment, or you have been convicted by any Court in India for an offence involving moral turpitude.
- You engage in taking any part time assignments or any freelancer-based projects.
- Any other non-adherence, non-compliance and/or unacceptable grounds.

We welcome you to Swasthyakart and look forward to a long and mutually rewarding career with us.

FOR SWASTHYAKART

Manager {Human Resource}

Employee Name & Sign

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123606



Feb 11, 2022

320, Gatwadi, Nikat,
Senior High School, Wazirabad (75),
Gurgaon-122003

Sub-Offer Letter

Dear ABHISHEK YADAV,

Thank you for discussing an opportunity to be a part of Associate Software Engineer Scheme with Taazaa Tech Pvt. Ltd.

Based on our discussions, we are pleased to offer you the position of Associate Software Engineer Trainee (ASET) on a monthly stipend of Rs. 10,000/- Per Month for initial period of three months from the date of your joining Taazaa Tech Pvt. Ltd, at H-221, Sector-63, Noida. Upon joining we will establish performance goals and objectives.

Date of Commencement of Training: You are required to join the Training on or before **Mar 1, 2022** at Infinity Business Park, First Floor, H-221, Sector 63, Noida.

The Associate Software Engineer Training period may be extended or terminated at the sole discretion of the management based on your performance during the Training.

After successful completion of three -month ASET to the satisfaction of your reporting manager, your services will be regularized on the rolls of Taazaa Tech Pvt. Ltd. as Associate Software Engineer on an annual cost to company (CTC) of Rupees Four Lacs Per Annum inclusive of Monthly Salary, Annual Benefits, Gratuity, and related statutory benefits.

Conditions of Employment:

- In case, you wish to resign during the period of ASET, you will be required to serve one-month notice in writing.
- At Taazaa, we will invest in your training and growth to make sure you embody our core values and excel at what you do. This will include trainer, mentoring with our senior team and lot of educational resources at your disposal. It is our expectation once you learn, you will contribute back by joining one of our product developments teams as a productive contributor. However, if you chose to leave before completing 12 months for any reason, we expect that you pay Rs. 50,000/- back to help cover the training costs.

H-221 , First Floor, Infinity Business
Park, Sector 63, Noida, UP, 201301

0120-4272072, 73, 74


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506
www.taazaa.com



- If any declaration or information furnished to the company proves to be false or if you are found to have willfully suppressed any material information, your services may be terminated without any notice.

Upon your joining the services of Taazaa, as Associate Software Engineer, you will be issued a detailed appointment letter, setting all the terms and conditions of your employment along with detailed components of the CTC mutually agreed. Kindly bring the documents as per Annexure at the time of reporting for ASET Training.

We look forward to welcoming you to the pursuit of excellence with Taazaa as valued team player.

With best wishes and warm regards,

Bidhan Baruah
Chief Operating Office

Please put your signature if you accept the above offer.

ABHISHEK YADAV

H-221 , First Floor, Infinity Business
Park, Sector 63, Noida, UP, 201301

0120-4272072, 73, 74

www.taazaa.com

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123508



Documents to be submitted

The following documents have to be submitted on the joining date:

1. Photo ID proof: PAN card / Election Card / photocopy of the passport / Aadhar UID card / Driving license
2. Address Proof
3. Photocopies of all Educational Certificates
4. Photocopy Birth Certificate (HSC Certificate) / PAN Card / Passport / Driving License
5. Photographs: 2 passport size
6. Two professional References / Contacts with the detailed postal address and phone numbers

H-221 , First Floor, Infinity Business
Park, Sector 63, Noida, UP, 201301

0120-4272072, 73, 74






Principal
Dronacharya College of Engg.
Farrukh Nagar - 125506

www.taazaa.com

TITLE	Freshers ASET
FILE NAME	Freshers ASET.docx
DOCUMENT ID	121f244f136f4f435a326dc75a0704d8d34eb758
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	* Signed

This document was signed on app.breezy.hr

Document History

 SENT	02 / 11 / 2022 09:33:10 UTC	Sent for signature to ABHISHEK YADAV (yadavabhi77777@gmail.com) from system@breezyhr.com IP: 18.232.82.43
 VIEWED	02 / 11 / 2022 10:25:28 UTC	Viewed by ABHISHEK YADAV (yadavabhi77777@gmail.com) IP: 103.129.233.9
 SIGNED	02 / 11 / 2022 11:06:58 UTC	Signed by ABHISHEK YADAV (yadavabhi77777@gmail.com) IP: 103.129.233.9
 COMPLETED	02 / 11 / 2022 11:06:58 UTC	The document has been completed.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123508



Feb 11, 2022

H.NO-219, Street-06
Block-A, Sheetla Colony
Gurgaon-122001

Sub-Offer Letter

Dear Deepak Jhankra,

Thank you for discussing an opportunity to be a part of **Associate Software Engineer Scheme** with **Taazaa Tech Pvt. Ltd.**

Based on our discussions, we are pleased to offer you the position of **Associate Software Engineer Trainee (ASET)** on a monthly stipend of **Rs. 10,000/- Per Month** for initial period of **three months** from the date of your joining **Taazaa Tech Pvt. Ltd, at H-221, Sector-63, Noida**. Upon joining we will establish performance goals and objectives.

Date of Commencement of Training: You are required to join the Training on or before **Mar 1, 2022** at Infinity Business Park, First Floor, H-221, Sector 63, Noida.

The Associate Software Engineer Training period may be extended or terminated at the sole discretion of the management based on your performance during the Training.

After successful completion of three -month ASET to the satisfaction of your reporting manager, your services will be regularized on the rolls of Taazaa Tech Pvt. Ltd. as **Associate Software Engineer on an annual cost to company (CTC) of Rupees Four Lacs Per Annum** inclusive of Monthly Salary, Annual Benefits, Gratuity, and related statutory benefits.


Conditions of Employment:

- In case, you wish to resign during the period of ASET, you will be required to serve one-month notice in writing.
- At Taazaa, we will invest in your training and growth to make sure you embody our core values and excel at what you do. This will include trainer, mentoring with our senior team and lot of educational resources at your disposal. It is our expectation once you learn, you will contribute back by joining one of our product developments teams as a productive contributor. However, if you chose to leave before completing 12 months for any reason, we expect that you pay Rs. 50,000/- back to help cover the training costs.

H-221 , First Floor, Infinity Business
Park, Sector 63, Noida, UP, 201301

0120-4272072, 73, 74

www.taazaa.com


Principal
Dronacharya College of Engg.
Farukh Nagar - 128606



- If any declaration or information furnished to the company proves to be false or if you are found to have willfully suppressed any material information, your services may be terminated without any notice.

Upon your joining the services of Taazaa, as Associate Software Engineer, you will be issued a detailed appointment letter, setting all the terms and conditions of your employment along with detailed components of the CTC mutually agreed. Kindly bring the documents as per Annexure at the time of reporting for ASET Training.

We look forward to welcoming you to the pursuit of excellence with Taazaa as valued team player.

With best wishes and warm regards,

A handwritten signature in black ink, appearing to read 'Bidhan Baruah', written over a horizontal line.

Bidhan Baruah
Chief Operating Office

Please put your signature if you accept the above offer.

Deepak Jhankra

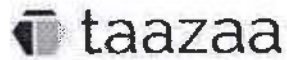
H-221 , First Floor, Infinity Business
Park, Sector 63, Noida, UP, 201301

0120-4272072, 73, 74

www.taazaa.com

A handwritten signature in green ink, written over a horizontal line.

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123009



Documents to be submitted


The following documents have to be submitted on the joining date:

1. Photo ID proof: PAN card / Election Card / photocopy of the passport / Aadhar UID card / Driving license
2. Address Proof
3. Photocopies of all Educational Certificates
4. Photocopy Birth Certificate (HSC Certificate) / PAN Card / Passport / Driving License
5. Photographs: 2 passport size
6. Two professional References / Contacts with the detailed postal address and phone numbers

H-221 , First Floor, Infinity Business
Park, Sector 63, Noida, UP, 201301

0120-4272072, 73, 74

www.taazaa.com


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123603



9th November 2021
WZ12A, Janakpuri K, Possangipur,
B-1, S.O- West delhi
110058

Sub-Offer Letter

Dear Tamanna Sharma,

Thank you for discussing an opportunity to be a part of **Associate Software Engineer Scheme** with **Taazaa Tech Pvt. Ltd.**

Based on our discussions, we are pleased to offer you the position of **Associate Software Engineer Trainee (ASET)** on a monthly stipend of **Rs. 10,000/- Per Month** for initial period of **three months** from the date of your joining **Taazaa Tech Pvt. Ltd, at H-221, Sector-63, Noida**. Upon joining we will establish performance goals and objectives.

Date of Commencement of Training: You are required to join the Training on or before **Monday 15th, November 2021** at Infinity Business Park, First Floor, H-221, Sector 63, Noida.

The Associate Software Engineer Training period may be extended or terminated at the sole discretion of the management based on your performance during the Training.

After successful completion of three -month ASET to the satisfaction of your reporting manager, your services will be regularized on the rolls of Taazaa Tech Pvt. Ltd. as **Associate Software Engineer on an annual cost to company (CTC) of Rupees Four Lacs Per Annum** inclusive of Monthly Salary, Annual Benefits, Gratuity, and related statutory benefits.

Conditions of Employment:

- In case, you wish to resign during the period of ASET, you will be required to serve one-month notice in writing.
- At Taazaa, we will invest in your training and growth to make sure you embody our core values and excel at what you do. This will include trainer, mentoring with our senior team and lot of educational resources at your disposal. It is our expectation once you learn, you will contribute back by joining one of our product developments teams as a productive contributor. However, if you chose to leave before completing 12 months for any reason, we expect that you pay Rs. 50,000/- back to help cover the training costs.
- If any declaration or information furnished to the company proves to be false or if you are found to have willfully suppressed any material information, your services may be terminated without any notice.

H-221, First Floor, Infinity Business
Park, Sector 63, Noida, UP, 201301

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Farukh Nagar - 123505

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Upon your joining the services of Taazaa, as Associate Software Engineer, you will be issued a detailed appointment letter, setting all the terms and conditions of your employment along with detailed components of the CTC mutually agreed. Kindly bring the documents as per Annexure at the time of reporting for ASET Training.

We look forward to welcoming you to the pursuit of excellence with Taazaa as valued team player.

With best wishes and warm regards,

A handwritten signature in black ink, appearing to read 'Bidhan Baruah', written over a horizontal line.

Bidhan Baruah
Chief Operating Office

A handwritten signature in blue ink, appearing to read 'Dronacharya', written over a horizontal line.

Principal
Dronacharya College of Engg.
Farrekh Nagar - 122006



ANNEXURE

Documents to be submitted

The following documents have to be submitted on the joining date:

1. Photo ID proof: PAN card / Election Card / photocopy of the passport / Aadhar UID card / Driving license
2. Address Proof
3. Photocopies of all Educational Certificates
4. Photocopy Birth Certificate (HSC Certificate) / PAN Card / Passport / Driving License
5. Photographs: 2 passport size
6. Two professional References / Contacts with the detailed postal address and phone numbers


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Dronacharya College of Engg.
Farrukh Nagar - 123606

Admission Dronacharya Group of Institutions

From: TPO <tpo@gnindia.dronacharya.info>
Sent: Monday, November 1, 2021 4:18 PM
To: 'TPO'
Cc: 'Director'; principal@ggnindia.dronacharya.info
Subject: Regarding Selection at Taazaa || Batch 2022
Attachments: image001.png; image002.gif

Follow Up Flag: Follow up
Flag Status: Completed

Dear Ma'am,

Congratulations!!

As discussed sharing the status of students who participated for the process for your reference.

Please find the list of final selects from the drive. Their joining date will be confirmed soon to you, Kindly block them for Taazaa

Sr No	Name	Contact No	Mail Id	Marks	Marks	Status
1	Jatin	9306596681	jatiny317@gmail.com	20	20	Selected
2	Dheeraj VDats	9990950831	dheeraivats51@gmail.com	19	19	Called but Not connected
3	himanshu	8700596443	himanshusaharan486@gmail.com	18	18	Called but Not connected
4	Annukirti	8178379915	annukirti2000@gmail.com	18	18	Selected in other company
5	Tamanna Sharma	9818280134	tanuenterprises059@gmail.com	18	18	Scheduled for Today (01.11.2021)

Thanks & Regards,
Richa Jaiswal
Training & Placement Officer,
Dronacharya Group of Institutions,
Phone: 0120- 2322022
Extension: 227
Mobile: 8960322672, 9910380105
E-mail: tpo@gnindia.dronacharya.info
Website: www.dronacharya.info
Address: 27, Knowledge Park III – Greater Noida – 201 306 (U.P)


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Farukh Nagar - 123600



A Clean Environment is a Safe Environment.



Feb 11, 2022

D-322B Gali no 14/6 Sadh Nagar
Palam Colony, South West Delhi
Delhi - 110045

Sub-Offer Letter

Dear Vipul Kumar,

Thank you for discussing an opportunity to be a part of **Associate Software Engineer Scheme** with **Taazaa Tech Pvt. Ltd.**

Based on our discussions, we are pleased to offer you the position of **Associate Software Engineer Trainee (ASET)** on a monthly stipend of **Rs. 10,000/- Per Month** for initial period of **three months** from the date of your joining **Taazaa Tech Pvt. Ltd, at H-221, Sector-63, Noida**. Upon joining we will establish performance goals and objectives.

Date of Commencement of Training: You are required to join the Training on or before **Mar 1, 2022** at Infinity Business Park, First Floor, H-221, Sector 63, Noida.

The Associate Software Engineer Training period may be extended or terminated at the sole discretion of the management based on your performance during the Training.

After successful completion of three -month ASET to the satisfaction of your reporting manager, your services will be regularized on the rolls of Taazaa Tech Pvt. Ltd. as **Associate Software Engineer on an annual cost to company (CTC) of Rupees Four Lacs Per Annum** inclusive of Monthly Salary, Annual Benefits, Gratuity, and related statutory benefits.

Conditions of Employment:

- In case, you wish to resign during the period of ASET, you will be required to serve one-month notice in writing.
- At Taazaa, we will invest in your training and growth to make sure you embody our core values and excel at what you do. This will include trainer, mentoring with our senior team and lot of educational resources at your disposal. It is our expectation once you learn, you will contribute back by joining one of our product developments teams as a productive contributor. However, if you chose to leave before completing 12 months for any reason, we expect that you pay Rs. 50,000/- back to help cover the training costs.


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Farrukh Nagar - 123506

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Park, Sector 63, Noida, UP, 201301

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- If any declaration or information furnished to the company proves to be false or if you are found to have willfully suppressed any material information, your services may be terminated without any notice.

Upon your joining the services of Taazaa, as Associate Software Engineer, you will be issued a detailed appointment letter, setting all the terms and conditions of your employment along with detailed components of the CTC mutually agreed. Kindly bring the documents as per Annexure at the time of reporting for ASET Training.

We look forward to welcoming you to the pursuit of excellence with Taazaa as valued team player.

With best wishes and warm regards,

Bidhan Baruah
Chief Operating Office

Please put your signature if you accept the above offer.

Vipul Kumar

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Farukh Nagar - 121008

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Park, Sector 63, Noida, UP, 201301

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Documents to be submitted

The following documents have to be submitted on the joining date:

1. Photo ID proof: PAN card / Election Card / photocopy of the passport / Aadhar UID card / Driving license
2. Address Proof
3. Photocopies of all Educational Certificates
4. Photocopy Birth Certificate (HSC Certificate) / PAN Card / Passport / Driving License
5. Photographs: 2 passport size
6. Two professional References / Contacts with the detailed postal address and phone numbers

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Park, Sector 63, Noida, UP, 201301





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Farukh Nagar, Haryana
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TITLE Freshers ASET
FILE NAME Freshers ASET.docx
DOCUMENT ID 6a17fe76b18f8aa0274647684c813f3c3b49c4f2
AUDIT TRAIL DATE FORMAT MM / DD / YYYY
STATUS * Signed

This document was signed on app.breezy.hr

Document History

-  **02 / 11 / 2022**
09:29:02 UTC Sent for signature to Vipul Kumar (vipulrohilla172@gmail.com) from system@breezyhr.com IP: 3.94.5.178
-  **02 / 11 / 2022**
13:18:25 UTC Viewed by Vipul Kumar (vipulrohilla172@gmail.com) IP: 205.254.175.221
-  **02 / 11 / 2022**
13:30:30 UTC Signed by Vipul Kumar (vipulrohilla172@gmail.com) IP: 205.254.175.221
-  **02 / 11 / 2022**
13:30:30 UTC The document has been completed.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123602

TABOOLA INDIA PRIVATE LIMITED

EMPLOYMENT CONTRACT

Dated: December 22nd, 2021

BETWEEN

TABOOLA INDIA PRIVATE LIMITED

AND

Aishwarya Tiwari


Principal
Dronacharya College of Engg.
Farukh Nagar - 123008

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Farukh Nagar - 122005

EMPLOYMENT CONTRACT

EMPLOYMENT CONTRACT

This Employment Contract ("Agreement") is made and executed on the **3rd of January 2022** ("**Effective Date**") by and between:

TABOOLA INDIA PRIVATE LIMITED, a private limited company incorporated under the Companies Act, 2013 and having its registered office at 100, Babar Road, opposite Hotel Lalit, New Delhi - 110001, India and place of business 12th Floor, Building No. 9A, DLF Cyber City, Gurgaon, 122001, India (hereinafter referred to as the "**Company**", which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include all its successors and permitted assigns);

AND

Ms. Aishwarya Tiwari, an Indian citizen, bearing PAN ID BMAPT7968R, residing at Address: H.NO. 599/24 Laxmi Garden, Near Pataudi Road, Gurgaon, Haryana 122001 (hereinafter referred to as "**Employee**");

The Company and the Employee are hereinafter collectively referred to as "**Parties**" and individually as a "**Party**".

WHEREAS:

- A. The Company is a private limited company engaged in the Business (as defined hereinafter) and is desirous of employing the Employee as its **Implementation Representative** and the Employee has agreed to accept such employment as the **Implementation Representative** of the Company.
- B. The Parties are now desirous of entering into this Agreement to set forth the terms and conditions agreed between them for the employment of the Employee and the rights and obligations in relation to the same

NOW, THEREFORE, in consideration of the mutual agreements, covenants, representations and warranties set forth in this Agreement, and for other good and valuable consideration, the receipt and sufficiency of which is acknowledged by the Parties, the Parties hereby agree as follows:

1. DEFINITIONS & INTERPRETATION

- 1.1. As used in this Agreement, the terms included in **Exhibit A** shall have the meaning set forth therein.

2. OBJECT

- 2.1. The Parties have agreed to enter into this Agreement to record the detailed terms and conditions of the Employee's appointment as **Implementation Representative** of the Company, including but not limited to, compensation, non-compete, non-solicitation and confidentiality obligations, etc.


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Farrukh Nagar - 128002

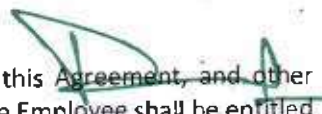
EMPLOYMENT CONTRACT

3. DUTIES

- 3.1. On and from the Effective Date, the Employee shall render his services to the Company on an exclusive and full time basis, and shall, subject to overall superintendence, control and directions of the superior / senior designated by the Company, and/or management of the Company, from time to time, amongst others perform the duties set out in **Schedule 1** hereof, as amended, from time to time, at the Company's discretion. Notwithstanding the foregoing, the Company may assign new responsibilities and shall have the right to change the Employee's position to such other roles as it deems fit for the Business and may in its sole discretion change the duties associated therewith. The Employee agrees to exercise such powers and responsibilities consistent with the Employees duties.
- 3.2. The Employee agrees and undertakes that he shall devote whole of his time, attention and skill to the duties to the benefit of the Company, and shall faithfully, efficiently, competently and diligently perform such duties and exercise such powers as may from time to time be assigned to or vested in him and shall comply with all reasonable and lawful directions given to him by his superiors / senior(s) and / or by the management of the Company and use his best endeavours to promote and expand the Business and to protect and further the interests and reputation of the Company.
- 3.3. The Employee agrees that he shall not, during the term of his employment with the Company, commit any act for or participate in any activity or render any commercial, advisory or professional services of any nature to any Person or organization other than the Company.
- 3.4. The Employee shall primarily operate from Gurugram, India. However, the Employee may be transferred / relocated to other location(s) of the Company in India and/ or overseas or to the Company's affiliates or to any third parties, depending on the Business needs of the Company. In case of transfer to any other location within India, the benefits such as leaves, holidays and carry forward, etc., shall be revised as per the laws and policies applicable in the new location. Notwithstanding the above, given the nature of duties to be performed by the Employee, the Employee will be expected to travel for work throughout India and/ or overseas as may be necessary.
- 3.5. The Employee shall at all times while discharging his responsibilities under this Agreement, not violate any substantive laws applicable to the Company and shall at all times observe, adhere to and comply with the policies, rules and regulations as may exist and /or may be introduced and/ or revised by the Company, from time to time. In the event of any conflict between the terms and conditions of employment, specified under this Agreement and the policies, the specific terms of this Agreement shall prevail.

4. COMPENSATION AND BENEFITS

- 4.1. Subject to the provisions under this Agreement, and other provisions under the Applicable Laws, from the Effective Date, the salary payable to the Employee shall be as specified in **Schedule 2** to this Agreement. It is hereby clarified that the review and revision of the salary is at the sole discretion of the Company and is not a matter of entitlement / right of the Employee.
- 4.2. In addition to the above and subject to the provisions under this Agreement, and other provisions under the Applicable Laws, from the Effective Date, the Employee shall be entitled


Dronacharya Gurukul of Yoga,
Farukh Nagar - 121005
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EMPLOYMENT CONTRACT

to receive other perquisites and performance bonus as detailed in **Schedule 2** to this Agreement. Performance bonus shall be payable at the sole discretion of the Company based on the assessment criteria laid down by the Company in this regard, from time to time.

4.3. Without limitation the Company shall be entitled to deduct from the compensation and benefit amounts set out above, the following amounts:

4.3.1. Tax at source, at applicable rates;

4.3.2. All employment / professional taxes as per Applicable Laws;

4.3.3. Contribution to provident funds as per Applicable Laws in force from time to time; and

4.3.4. Any other statutory / contractual deduction which may be required/allowed under Applicable Laws and/or pursuant or subsequent to this Agreement.

4.4. The Employee shall be required to work for nine (9) hours inclusive of lunch time each day for 5 (five) days in a week. The Employee hereby agrees to work for such hours as are necessary for the proper and competent discharge of his duties. The Company will notify the Employee about the days of a week that the Employee would be required to work, whether Monday to Friday or otherwise, including any changes thereto, as per its business needs. Further, the Company reserves the right to change the days and hours of work at any time in accordance with Applicable Laws and any such change will be communicated to the Employee by the Company in advance. The working hours (including any additional working hours) may be extended consistent with Applicable Law. The Employee acknowledges and agrees that he may be required to attend to official duties at any time, including on weekly offs and public /national holidays etc., as per the exigencies of the work.

b.

4.5. It is clarified that the Employee shall not be entitled to receive any additional compensation or remuneration or benefit from the Company, apart from what has been detailed in **Schedule 2** to this Agreement, for any additional work whatsoever, including but not limited to work performed outside the normal working / business hours, unless approved by the relevant official of the Company in writing. Currently, the office hours are 9am-6pm, unless changed otherwise.

4.6. The Company shall reimburse the Employee for all other actual and reasonable employment related expenses incurred by him in the performance of his official duties (upon receipt of detailed vouchers, when required) subject to prior approval by the Employee's senior, in compliance with policies of the Company, as may be introduced and/ or revised by the Company, unless withdrawn in full or part.

4.7. Notwithstanding anything to the contrary in this Agreement, the Company shall have the right, subject to applicable law, to set-off against any sums the Company owes to the Employee the amount of any damages incurred or suffered by the Company as a result of the breach, subject to an appropriate arbitral award/court order

5. INTELLECTUAL PROPERTY RIGHTS

During the Term, the Employee agrees and undertakes as follows:


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Farukh Nagar - 125003

EMPLOYMENT CONTRACT

- 5.1. The Employee shall forthwith disclose to the Company all the Intellectual Property rights created, developed or discovered by him (whether alone or with any other Person(s)) at any time during his tenure with the Company in connection with the Business of the Company, whether capable of being patented and/ or registered or not, in connection with or in any way affecting or relating to the Business or capable of being used or adapted for use therein or in connection therewith and the Parties agree that all such information and materials shall belong to and be the absolute property of the Company. The Employee hereby waives all his rights, including moral rights, title, interest under any Applicable Law or common law in relation to any Intellectual Property, anywhere in the world originated, conceived, written or made whether by him alone or with other Person(s) and agrees that he shall not claim any rights, title or interest whatsoever (including but not limited to the right to be compensated) in such works or the use, registration, assignment, license, etc. thereof.
- 5.2. All of the Intellectual Property given, disclosed, created, developed or prepared in connection with the Employee's employment with the Company shall be deemed to be works and/or inventions developed in the course of the Employee's employment with the Company, within the meaning of the copyright laws of all jurisdictions, including and without limitation, India, and the Company shall be deemed to be the sole owner thereof in perpetuity and in all jurisdictions for all purposes. If under any Applicable Law, any result or proceed of the Employee's services are not deemed to be works/and or inventions developed in the course of the employment with the Company, then to the fullest extent allowable and for the full term of protection otherwise accorded to the Employee under such Applicable Law, the Employee hereby irrevocably, exclusively and perpetually assigns and transfers to the Company any/all worldwide right/s, title/s and interest/s in such works and/or inventions without being entitled to receive any additional compensation for such assignment and transfer of title and interest therein
- 5.3. The Employee agrees and acknowledges that he irrevocably, absolutely and perpetually assigns to the Company, worldwide rights in perpetuity in respect of (a) any Licenses, permissions and grants in connection with any Intellectual Property therewith; (b) applications for any of the foregoing and the right to apply for them in any part of the world; (c) right to obtain and hold appropriate registrations in Intellectual Property; (d) all extensions and renewals thereof; and (e) causes of action in the past, present or future, related thereto including the rights to damages and profits, due or accrued, arising out of past, present or future infringements or violations thereof and the right to sue for and recover the same.
- c.
- 5.4. The Employee hereby acknowledges and agrees that the salary and other benefits provided to him under this Agreement constitute appropriate, full and fair consideration in connection with his employment with the Company, and with respect to assignment of all Intellectual Property rights created, developed or discovered by him, either alone or jointly with any other Person(s), in the course of his employment with the Company.
- 5.5. Without prejudice to the generality of the terms contained in Clause 5.1, the Employee shall also ensure that he shall not engage or be involved in (in any manner whatsoever) any unauthorized use, misuse, publication or disclosure of any Confidential Information or Intellectual Property rights.
- 5.6. The Company may, at any time, require the Employee to sign a separate agreement with respect to Intellectual Property.


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EMPLOYMENT CONTRACT

6. NON-COMPETITION AND NON-SOLICITATION

6.1. Non-Competition

6.1.1. The Employee shall not during the Restricted Period, directly or indirectly whether independently or as an agent, consultant, advisor, independent contractor or otherwise, engage in or acquire or otherwise participate in any manner whatsoever, in any business or activity, which directly or indirectly competes with the Business of the Company.

6.1.2. The Employee undertakes to the Company that the Employee shall not during the Restricted Period, in any manner directly or indirectly:

6.1.2.1. Be concerned in any business directly or indirectly competing, or which may compete, with the Business of the Company;

1.

6.1.2.2. Disclose to any other Person or (in any way which may be detrimental to the Business of the Company) use any information which is Confidential Information for so long as that information remains Confidential Information;

2.

6.1.2.3. Induce or attempt to induce any director or employee of the Company to leave the employment of the Company;

3.

6.1.2.4. solicit the existing customers / clients or business of the Company, except in relation to the Business on behalf of the Company, or thereafter interfere with the relationship between such customers / clients and the Company; and

4.

6.1.2.5. Assist any other Person to do any of the foregoing.


6.1.3. Each covenant above shall be, and is, a separate covenant and shall be enforceable separately against the Employee and his affiliates and independently of the other covenants and its validity shall not be affected if any of the others is invalid.

6.2. Non-Solicitation

ii. The Employee shall not during the Restricted Period, directly or indirectly: (i) solicit for employment (including as an independent contractor) or employ or assist any other Person to solicit for employment or employ, any individual who is engaged in employment with the Company, or was engaged in such employment at any time during the one (1) year period before such solicitation; or (ii) solicit, or assist any other Person to solicit, any current customer, client or account of the Company or any Person who was a customer, client or account of the Company at any time during the one (1) year period before such solicitation, for any business that is competitive with or substantially similar to the business of the Company.

d.

6.3. The Employee confirms and acknowledges that in his opinion and belief the restrictions in respect of time are reasonable and justified keeping in mind the nature of the Business and


Farrukh Naqar - 123456

EMPLOYMENT CONTRACT

the transactions contemplated hereunder. In the event that any of the restrictions contained in Clauses 6.1 and 6.2 shall be determined by any court of competent jurisdiction to be unenforceable by reason of its extending for too long a period of time or over too large a geographical area or by reason of its being too extensive in any other respect, it shall be interpreted to extend only over the longest period of time for which it may be enforceable, and/or over the largest geographical area as to which it may be enforceable and/or to the maximum extent in all other aspects as to which it may be enforceable, all as determined by such court in such action. In the event that any of the restrictions contained in Clauses 6.1 and 6.2 are rendered void by any court of competent jurisdiction or otherwise, but would be valid if some part thereof was deleted, the above restrictions shall apply with the deletion of such words as may be required to make the restrictions contained in Clauses 6.1 and 6.2 valid, binding and effective.

e.

- 6.4. The Employee hereby agrees, acknowledges and confirms that the obligations under Clauses 6.1 and 6.2 are an integral and necessary for protecting the Business, goodwill and value of the Company and that the restrictions on competitive activity set forth in this Agreement are primarily to protect the value of the Company, including the goodwill of the Company's Business and the potential for expansion of that Business.

f.

- 6.5. Notwithstanding the limitation of this provision by any Applicable Law for the time being in force, the Parties undertake to at all times observe and be bound by the spirit of these Clauses 6.1 and 6.2 provided, however, that on the revocation, removal or diminution of the Applicable Law or provisions, as the case may be, by virtue of which the restrictions contained in Clauses 6.1 and 6.2 (as the case maybe) were limited as provided hereinabove, the original restrictions would stand renewed and be effective to their original extent, as if they had not been limited by Applicable Laws or provisions revoked.


g.

- 6.6. The Parties agree and acknowledge that the covenants and obligations with respect to non-compete and non-solicitation as set forth in Clauses 6.1 and 6.2 relate to special, unique and extraordinary matters, and that a violation of any of the terms of such covenants and obligations by the Employee and/or his affiliates will cause the Company irreparable injury. Therefore, the Parties agree that the Company shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain the Employee and/or his affiliates from committing any violation of the covenants and obligations contained in Clauses 6.1 and 6.2. These injunctive remedies are cumulative and are in addition to any other rights and remedies that the Company may have against the Employee and/or his affiliates in law or in equity.

- 6.7. The provisions of Clauses 6.1 and 6.2 shall survive termination of this Agreement till the Restricted Period.

7. CONFIDENTIALITY

- 7.1. The Employee acknowledges that as a consequence of his employment under this Agreement he has been and will be given access to Confidential Information. In light of this the Employee agrees that the Company shall be the sole owner of all the Confidential Information. The Employee agrees not to make copies of such Confidential Information except as expressly authorized by the Company in writing. The Employee hereby assigns to the Company any and all rights, title and interest he may have or acquire in such Confidential Information. Upon termination of employment or at the request of the Company, whichever is earlier, the


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Farrukh Nagar - 201303

EMPLOYMENT CONTRACT

Employee will return or deliver to the Company all tangible forms of such Confidential Information in his possession or control, including but not limited to drawings, specifications, information, documents, records devices, models or any other material and copies or reproductions thereof. The Employee shall not assert any lien on the Confidential Information, or any portion thereof, both during and after cessation of employment with the Company. Further, the Employee undertakes, as follows:

- 7.1.1. The Employee hereby represents and warrants that at all times hereafter he will maintain the confidentiality of all Confidential Information.
- 7.1.2. The Employee will not, either directly or indirectly, during the term of his employment or after the termination of this Agreement, make any disclosure of Confidential Information to any third person, or make any use of Confidential Information, for his own benefit or the benefit of any third person.
- 7.1.3. The Employee shall maintain proper and secure custody of all Confidential Information and use his best endeavors to prevent the use or disclosure of the Confidential Information by or to third Person.
- 7.1.4. In the event that the Employee, at any time including post termination of employment, is requested pursuant to, or required by, Applicable Law, regulation or legal process to disclose any of the Confidential Information, he shall notify his superior / senior and/ or the management of the Company (as applicable) promptly (but no later than 2 (two) days from receipt of such request) so that the Company may seek an injunctive order or other appropriate remedy or, in the Company's sole discretion, waive compliance with the terms of this Agreement. In the event that no such injunctive order or other remedy is obtained, the Employee agrees to furnish only that portion of the Confidential Information, which is legally required and will exercise all reasonable efforts to obtain reliable assurance from the recipient of the relevant Confidential Information that confidential treatment will be accorded to the Confidential Information.
- 7.1.5. As remedies at law may be inadequate to protect the Company against any actual or threatened breach of this Clause 7, the Company shall have the right to injunctive relief in the Company's favour with respect to any breach of this provision without proof of irreparable harm.
- 7.1.6. The Employee agrees that while being employed by Company and/ or upon termination or expiration of this Agreement for any reason whatsoever, he shall not, directly or indirectly, use for himself, or disclose to any Person or entity any Confidential Information, except other than in the course of performing his duties under this Agreement.
- ii. 7.1.7 The Company may, at any time and for no additional consideration, require you to sign a separate agreement with respect to Confidential Information.

8. TERM & TERMINATION

8.1. Term/Probation


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EMPLOYMENT CONTRACT

h. The Employee's employment will commence under this Agreement on and from Effective Date and remain valid until June 9, 2021 ("Termination Date"). Initially, the Employee will be on a probation period of 90 (ninety) days. The Company shall confirm the Employee's employment in writing upon successful completion of probation. In case the Employee's performance is not found satisfactory during the probation period, then the Company reserves the right to extend the probation period for another 90 (ninety) days or any suitable period. During the probation period and/ or during the extended probation period, either Party may terminate this Agreement by giving to the other party **30 (thirty) days' notice**. The Company may terminate employment with immediate effect by paying basic salary in lieu of notice. Subject to completion of satisfactory probation period and once employment of the Employee is confirmed in writing by the Company, this Agreement shall, subject to Applicable Law, remain valid until the Termination Date, unless terminated in accordance with Clause 8.2, Clause 8.3 or Clause 8.4 of this Agreement.

8.2. Termination with notice

Post completion of the probation period, the either Party shall be entitled to terminate the employment under this Agreement at any time by giving the other party prior notice of **60 (sixty) days**. The Company may, in its sole discretion, (i) terminate employment with immediate effect by paying in lieu of notice; or (ii) at the Employee's request, waive the requirement to provide prior notice or require the Employee to pay in lieu of notice.

8.3. Termination of employment for Cause

8.3.1. The Company shall be entitled to terminate this Agreement for Cause, with immediate effect, without notice or payment in lieu of notice.

8.3.2. The term "Cause" shall mean and include:

8.3.2.1. disregard of lawful instructions of the senior and/or management of the Company relating to the Business of the Company or material violation of any rule, regulation, policy or plan established by the Company from time to time regarding the conduct of its directors, officers, agents, employees or other Persons acting on behalf of the Company and/or its Business; or

1.

8.3.2.2. material breach by the Employee of any obligation under this Agreement, provided that any breach of any of Clauses 5, 6 or 7 of this Agreement shall always be deemed material breach; or

8.3.2.3. any gross negligence, gross misconduct, fraud, misappropriation, embezzlement, theft, dishonesty, breach of fiduciary duty involving personal benefit or any act or omission otherwise inimical to the interests of the Company, or the Business; or

8.3.2.4. Conviction of the Employee in legal proceedings involving any criminal offence or offence involving moral turpitude; or

8.3.2.5. any act considered to be misconduct under the Company's policies or under applicable law, or


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8.3.2.6. The breach of any Company policy.

2.

8.4. Termination of employment by reason of prolonged illness or death

8.4.1. If the Employee, at any time, is prevented from ill-health or accident or any physical or mental disability from performing his duties hereunder, he shall inform the Employer, either through himself or any of his relatives, and supply it with such details as it may require and if he is unable by reason of ill-health or accident or disability, for a period of 3 months or more to perform his duties hereunder, the Employer may forthwith terminate this Agreement.

8.4.2. This Agreement will terminate forthwith upon the death of the Employee and the Company shall not have any further liability or obligation to the Employee, his executors, heirs, assigns or any other Person claiming under or through his estate; provided, however, that the Employee's estate, upon submission of relevant documentation including a succession certificate, shall receive any salary and performance bonus payable in accordance with Schedule 2, which is not yet paid as of the date of his death.

ii.

8.5. Garden leave

i.

8.5.2. In the event of termination of employment under this Clause 8, the Company may require the Employee to absent himself from its premises on garden leave and not participate in the working of the Company during the unexpired portion of the notice period.

8.5.3. The Company reserves the right, during the garden leave, to:

a.

8.5.2.1. cease to vest in or assign to the Employee any powers or duties or to provide any work to him;

8.5.2.2. change his designation or duties as the Company decides appropriate;

8.5.2.3. prevent the Employee from contacting or communicating with any current, former or proposed clients, customers, employees, or vendors of the Company;

b.

8.5.2.4. exclude the Employee from the premises of the Company; and

c.

8.5.2.5. announce to its employees, clients, customers, vendors and other relevant Persons of the Company that the Employee has been given notice of termination or that he has resigned.

d.


8.5.4. It is hereby clarified that during the garden leave, the Employee shall continue to be employed by the Company and shall be paid salary and other applicable benefits. He shall be required to comply with any conditions laid down by the Company during the period of garden leave and all of the obligations contained in this Agreement shall


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continue to apply.

- a.
- 8.6. The Employee will automatically retire from the employment on attaining the age of 60 years. An extension may however, be given at the discretion of the Employer.
- b.
- 8.7. The Employee agrees that, following termination or expiration of this Agreement, he shall cooperate fully with the Company in all matters relating to the completion of his pending work on behalf of the Company and the orderly transition of such work to such other employees as the Company may designate. The Employee further agrees that on termination or expiration of this Agreement he shall co-operate fully with the Company as to any and all claims, controversies, disputes or complaints of which he has any knowledge pertaining to the Business, provided that, the Company shall reimburse the Employee for all out-of-pocket expenses incurred pursuant to his duties under this Clause 8.7. Such cooperation includes, but is not limited to, providing the Company with all information known to him related to such claims, controversies, disputes or complaints and appearing and giving testimony in any forum under Applicable Laws.
- 8.8. Clauses 5, 6, 7, 8.4, 8.5, 8.7, 9, 10 and 11 shall survive the termination of this Agreement. It is however clarified that Clauses 6.1 and 6.2 shall survive termination of this Agreement till the Restricted Period.
- c.
- 8.9. Upon the termination or expiration of this Agreement, the Employee will:
 - d.
 - 8.9.1. Promptly return to the Company all the Company's property (including, Intellectual Property of the Company) and all materials or documents containing Confidential Information which he received or prepared or helped prepare in connection with the Employee's employment with the Company, if any;
 - e.
 - 8.9.2. not retain any copies, duplicates, reproductions or excerpts of such materials or documents in any form;
 - f.
 - 8.9.3. undertake all necessary actions, if required by and at the cost of the Company, to vest such property rights in the Company;
 - 8.9.4. resign from and/or vacate any office of directorship or any other statutory office that the Employee may hold and the Employee shall be obligated to resign from and/or vacate such office forthwith; and
 - g.
 - 8.9.5. return any letter of authority or power of attorney is issued by the Company to the Employee during the term of employment.
 - h.
 - 8.10. If so requested, the Employee shall provide to the Company a duly signed written statement confirming that he has fully complied with Clause 8.9 above.
 - i.
 - 8.11. Without prejudice to any other right available under Applicable Law, the Company reserves the right to make reasonable deductions from the Employee's full and final payment or any other amount(s) due to him, in the event that the Employee fails to return any or all the


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property of the Company which is in his possession or control, or returned in a damaged state, other than due to normal wear and tear.

- 8.12. The Company further reserves the right to suspend the Employee from employment during any period where the Company is investigating any alleged misconduct or breach by the Employee of any applicable Company policies, rules or regulations as in effect from time to time, or any applicable laws, regulations, rules, notices, guidelines and requirements of any governmental, statutory or regulatory body by the Employee.

9. GOVERNING LAW AND JURISDICTION

j. This Agreement shall be governed by the laws of the Republic of India. Each Party consents to the exclusive jurisdiction and venue of the courts situated in India at Gurugram (or any other jurisdictional court at the time of claim, dispute, etc.) for all matters, claims, disputes, questions or controversies involving the parties and arising out of or in connection with, in relation to this Agreement.

10. REPRESENTATION AND WARRANTIES

10.1. The Employee hereby represents, warrants, undertakes and confirms to the Company that:

10.1.1. he has been provided with a copy of this Agreement for review prior to signing and has reviewed and understood the same;

10.1.2. the execution and delivery of this Agreement by him and performance by him of his duties and obligations hereunder do not and shall not result in any breach or constitute a default under and are not and will not be in conflict with or prohibited by any agreement to which he is a party or by which he may be bound;

10.1.3. he has a valid visa and relevant permissions and qualifications to be employed in India and perform his duties under this Agreement;

10.1.4. he is not currently, has not ever been and is not threatened to be, subject to expulsion, bar, suspended or other disciplinary proceeding or action from or by any statutory or regulatory authority under any Applicable Law;

10.1.5. he has not brought any confidential information and/or intellectual property of his previous employer (s) and/or a third party (s), that may lead to any breach of his representations and/or obligations under any understanding and/or contracts with his previous employer (s) and/or a third party (s); and

10.1.6. he shall indemnify the Company and/or its relevant officers, employees and/or directors from and against any and all losses, liabilities, claims, damages, costs and expenses, including reasonable legal fees and disbursements in connection therewith, which may be attributable to an unapproved and/or intentional act, violation and/or breach of the terms of this Agreement and/or Applicable Law and/or Company policies.

11. MISCELLANEOUS


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11.1. Notices

11.1.1. Each notice, demand or other communication given or made under this Agreement shall be in writing and delivered or sent to the relevant Party at its address or fax number or e-mail set out below, as applicable (or such other address or fax number or e-mail as the addressee has by 5 (five) business days' prior written notice specified to the other Party). Any notice, demand or other communication given or made by letter between countries shall be delivered by courier with a copy by electronic mail to the addresses set forth below. Any notice, demand or other communication so addressed to the relevant Party shall be deemed to have been delivered (a) if delivered in person or by courier, when proof of delivery is obtained by the delivering Party; (b) if sent by post within the same country, on the tenth day following posting and if sent by post to another country, on the twentieth day following posting; (c) if given or made by fax, upon dispatch and the receipt of a transmission report confirming dispatch. Pursuant to the dispatch of the notice as above, the Party sending the notice shall also email the contents of the entire notice to the receiving Party at the electronic mail address mentioned below.

11.1.2. The initial address, facsimile and electronic mail address of the Parties for the purposes of this Agreement are:

If to the Company:

Name : Taboola India Private Limited

Address :

Attention :

Fax :

Email :

If to the Employee :

Name : **Ms. Aishwarya Tiwari**

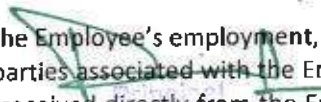
Address : H.NO. 599/24 Laxmi Garden, Near Pataudi Road, Gurgaon, Haryana 122001

Fax :

Email : aishtiwari18@gmail.com

11.2. Data Protection and Privacy

11.2.1. The Company may, in connection with the Employee's employment, receive personal data relating to the Employee or third parties associated with the Employee (such as spouse or children). Such data may be received directly from the Employee or from


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other sources. The Company may process such data for relevant and limited purposes. By signing the Agreement, the Employee hereby expressly consents to the following:

- 11.2.2.1. the processing of the Employee's personal data by the Company or such third-party appointed by the Company;
- 11.2.2.2. the collection and processing of sensitive personal data or information (as defined under applicable laws) about the Employee for limited purposes;
- 11.2.2.3. the transfer worldwide of personal data held about the Employee by the Company to other employees and offices of the Company's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of the Employee's personal images and voices in marketing material, videos, etc.; and
- 11.2.2.4. treating any personal data to which the Employee has access in the course of his employment strictly in accordance with the Company's policies and procedures and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to the Employee.

11.3. Insurance

Subject to insurance policies that the Company may have and other statutory insurances, the Employee may be eligible to receive compensation under the Employees Compensation Act, 1923, for injuries arising out of and in the course of employment.

11.4. Maternity Benefit

Women employees of the Company shall be entitled to maternity leave in accordance with the Maternity Benefit Act, 1961 (as applicable), i.e., eligible women employees shall be entitled to 26 weeks of maternity leave for the first 2 surviving children, and 12 weeks of maternity leave for every subsequent child.

11.5. Successors and Assigns

This Agreement shall inure to the benefit of the successors-in-interest and assigns of the Company. The Employee shall not be entitled to assign his rights or obligations hereunder to any Person, and any such assignment shall be void.

11.6. Waiver

The failure of any Party to exercise any rights under this Agreement shall not be construed as a waiver of the obligations of the other Party or the future performance of any such term or obligation, and the obligations of a Party with respect thereto shall continue in full force and effect. Any waiver of terms or obligations under this Agreement shall not be valid unless rendered expressly in writing.

11.7. Entire Agreement

This Agreement supersedes and cancels any and all previous understandings and agreements of whatever nature between the Parties with respect to the matters covered herein. This


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Agreement sets forth the entire agreement between the Parties with respect to the subject matter herein.

11.8. Amendment

Any revision, substitution, alteration or amendment of this Agreement shall not be valid unless approved by the Company and effected by the execution of a written agreement signed by the Parties hereto.

11.9. Taxes

If, and to the extent that, the receipt by the Employee of any amounts of benefits (including employee benefits), perquisites or similar items provided or to be provided under this Agreement is determined by the applicable taxing authorities to constitute compensation taxable to the Employee, in such event, the Employee shall be responsible for the payment of any and all Taxes imposed upon him in respect thereof and shall not be entitled to reimbursement therefore from the Company or to any increase in his compensation hereunder by reason thereof. The Company shall withhold from any amounts payable under this Agreement such Taxes and statutory social security deductions as may be required to be withheld pursuant to any Applicable Law.

11.10. Specific Performance

The Employee agrees that the obligations imposed on him under this Agreement are fair, reasonable, special, unique and of an extraordinary character and necessary for the protection of the legitimate business interests of the Company and that the Company would not have entered into this Agreement without the inclusion of such restrictions and that a breach by the Employee of any of the provisions of this Agreement (including Clauses 5, 6 and 7), shall cause irreparable harm to the Company and the Business, which harm is incapable of being fully redressed by payment of damages and shall not serve as an adequate remedy. Accordingly, it is agreed that the Company shall be entitled to institute legal proceedings for specific performance of this Agreement against the Employee and also be entitled to injunctive and other equitable relief in addition to any other remedy to which it may be entitled, under law or in equity.

11.11. Severability

If any provision of this Agreement, is held to be illegal, invalid, or unenforceable under any present or future Applicable Law, then such provision shall be severed from the Agreement without (to the greatest extent possible) any adverse effect to the rights or obligations of the Parties and this Agreement shall be construed and enforced as if such illegal, invalid, or unenforceable provision had not been a part hereof. Upon occurrence of such an event the remaining provisions of this Agreement shall remain in full force and effect and shall not be affected by the illegal, invalid or unenforceable provision or by its severance here from.

11.12. Non-Exclusive Remedies

The rights and remedies herein provided are cumulative and none is exclusive of any other, or of any rights or remedies that any Party may otherwise have at law or in equity. The rights and

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remedies of any Party based upon, arising out of or otherwise in respect of any inaccuracy or breach of any representation, warranty, covenant or agreement or failure to fulfill any condition shall in no way be limited by the fact that the act, omission, occurrence or other state of facts upon which any claim of any such inaccuracy or breach is based may also be the subject matter of any other representation, warranty, covenant or agreement as to which there is no inaccuracy or breach.

11.13. Cost and Expenses

Each of the Parties hereto shall pay their own costs and expenses relating to any discussions, negotiations, investigations undertaken in connection with the subject matter hereof, including without limitation, costs and expenses associated with the retention of financial, legal, tax and other professional advisors and investment bankers, and preparation and execution of this Agreement and all other documents related to the transaction contemplated under the Agreement.

11.14. Rights of Third Parties

Nothing expressed or implied in this Agreement is intended or shall be construed to confer upon or give any person, other than the Parties hereto any rights or remedies under or by reason of this Agreement or any transaction contemplated by this Agreement.

11.15. Time

Any date or period as set out in any clause of this Agreement may be extended with the written consent of the Parties failing which time shall be of the essence.

11.16. Right to Structure the Claim

Each Party shall have the unfettered right to bring any and all claims arising out of or in connection with any particular Clause of this Agreement, and the Party asserting such claim or claims shall not be compelled against its will to bring such claim or claims under any other particular Clause under this Agreement, even in the case where another particular Clause under this Agreement might also be applicable.

11.17. Counterparts

This Agreement may be executed simultaneously in one or more counterparts, each of which shall be deemed an original, but all of which taken together shall constitute one and the same instrument. Any Party may enter into this Agreement by executing any such counterpart. Signatures may be exchanged by electronic transmission in "PDF" or other imaging format, with original signatures to follow. Each Party agrees to be bound by its own electronic transmission signature and that it accepts the electronic transmission signature of the other Parties.

11.18. Co-operation


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The Employee hereby agrees that, during the term of his employment with the Company and at any time thereafter, the Employee shall cooperate (i) in the defense of any legal matter involving any matter, to which he is a privy and/or party to in any manner, that arose during his employment with the Company; and (ii) with all governmental authorities on matters pertaining to any investigation, litigation or administrative proceeding pertaining to the Company and/or its affiliates.

11.19. Communication

k.

l. The Employee agrees that he will not at any time during the continuance of his employment or on expiry or on termination/cessation of his employment with the Company or thereafter, issue any statements regarding the Company, or his employment, whether verbally to any third party, or to the print or electronic media (whether oral or written) or make any disclosure on any social networking site or otherwise, which has not directly been authorized by the Company in writing.

m.

n.

11.20. Disparagement

o.

p. The Employee shall not at any time without limitation, publish or communicate any disparaging remarks, comments or statements concerning the Company or any of its respective shareholders, directors, officers or employees. For this purpose, 'disparaging' means any remarks, comments or statements that impugn the character, honesty, integrity, morality, or business acumen or abilities in connection with any aspect of the operation of the Company's business of, or reflect negatively upon, the individual or the Company being disparaged.

q.

[FOLLOWING THIS PAGE IS THE EXECUTION PAGE]


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EMPLOYMENT CONTRACT

IN WITNESS WHEREOF THIS AGREEMENT HAS BEEN ENTERED INTO BETWEEN THE PARTIES ON THE DATE FIRST ABOVE WRITTEN:

SIGNED AND DELIVERED for and on behalf of TABOOLA INDIA PRIVATE LIMITED

Name: Yaron Kaneti
Title: VP Finance

SIGNED AND DELIVERED BY Ms. Aishwarya Tiwari
[Name of the Employee]



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Farrukh Nader - Lucknow

EMPLOYMENT CONTRACT

EXHIBIT A | DEFINITIONS

1. DEFINITIONS & INTERPRETATION

1.1. Definitions

r. For the purposes of this Agreement, in addition to the terms defined elsewhere in this Agreement, the following capitalised terms, wherever used in this Agreement, unless repugnant to the meaning or context thereof, shall have the following meaning:


(a) **"Applicable Law(s)"** means all applicable:

- (i) statutes, enactments, acts of legislature or parliament, laws, ordinances, rules, bye-laws, regulations, listing agreements, notifications, guidelines or policies of any applicable country and/or jurisdiction, including but not limited to any guidelines, circulars, notifications in force, and/or issued and/or revised by a Governmental Authority, from time to time;
- (ii) administrative interpretation, writ, injunction, directions, directives, judgment, arbitral award, decree, orders or governmental approvals of, or agreements with, any governmental authority or recognized stock exchange; and
- (iii) international treaties, conventions and protocols, as may be in force from time to time and applicable to the Company.

(b) **"Business"** shall mean the business of advertising technology services;

(c) **"Cause"** shall have the meaning as assigned to it in Clause 8.2.2 of this Agreement;

(d) **"Confidential Information"** shall mean any confidential and/or proprietary information concerning the Company and/ or its group company, disclosed, either directly or indirectly, in writing or orally, or by inspection of tangible objects (including without limitation documents, prototypes, samples, plant and equipment) including (a) inventions, innovations or Intellectual Property rights and any idea or know-how; (b) confidential and proprietary trade secrets of the Company and/or all other information belonging or relating to the Business that is not generally known; (c) proprietary information relating to the development, utility, operation, functionality, performance, cost, know-how; (d) details of present and proposed businesses, formulas, ideas, strategies, techniques, policy, data related to employees, past present or proposed vendors/customers, agents, suppliers, affiliates information regarding research and development, unpublished financial statements, budgets and other financial details, computer programming techniques, methodologies and related technical information, business or marketing plans, forecasts, prices, quotes, bids, controls, operating procedures, organization responsibilities, marketing matters and any policies or procedures, software programs and files, operating manuals, user manuals documentation, source code and any and all information pertaining to the


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application of any software; (e) all information which is normally considered as confidential information in the Business; and (f) information in relation to this Agreement;

Information shall be deemed to be confidential whether the same comes to knowledge orally or is contained in tangible or fungible form and whether contained in a floppy disc, computer system, brochure, booklet or otherwise. Unless otherwise specified by the Company, all information received by the Employee during the period of his employment relating to the Business whether from the Company, its affiliates, its agents, clients, vendors, partners or customers, shall be deemed to be Confidential Information.

Confidential Information shall however not include the following:

- (i) Information which is available in public domain;
- (ii) Information which is required to be disclosed pursuant to Applicable Laws;
- (iii) Information already available with the Employee independently, without breach of any confidentiality obligation under this Agreement; and
- (iv) Information provided to the Employee by third parties, without breach of any confidentiality obligation under this Agreement.


(e)

“Governmental Authority” means any governmental or statutory authority, government department, agency, commission, board, tribunal or court or other entity authorized to make laws, rules or regulations or pass directions having or purporting to have jurisdiction or any state or other subdivision thereof or any municipality, district or other subdivision thereof having jurisdiction pursuant to the Applicable Laws;

“Licenses” means all licenses, permissions, authorizations, consents, approvals, certificates, permits or other evidence of authority issued by any Governmental Authority, including any and all consents and approvals required to be obtained from any Governmental Authority under any Applicable Laws;

- (f) **“Intellectual Property”** shall mean all copyrights, patents, trademarks, service marks, logos, registered designs, domain names and utility models, inventions, brand names, database rights, software, know-how, programming and business names and any similar rights situate in any country and the benefit of any of the foregoing (in each case whether registered or unregistered and including applications for the grant of any of the foregoing and the right to apply for any of the foregoing in any part of the world);

- (g) **“Person”** means any individual, sole proprietorship, association (including unincorporated association), unincorporated organization or joint venture, body corporate, corporation (including any non-profit corporation), company (including any limited liability company, joint stock company or joint venture), general partnership, limited partnership, limited liability partnership, estate, trust, firm, Governmental Authority or any other enterprise or other entity (whether or not having separate legal personality);


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- (h) **"Restricted Period"** means the period commencing from the Effective Date and ending 12 months after the termination of this Agreement for any reason whatsoever or expiry of this Agreement, whichever is later;
- (i) **"Company"** means Taboola India Private Limited;
- (j) **"Tax"** means all forms of taxation (Direct Taxation under the Income-tax Act, 1961 and Indirect Taxation including but not limited to provisions of Central Excise Act, 1944, Goods and Service Tax, Custom Act 1962 etc), deductions, withholdings, duties, imports, levies, fees, charges, professional, fringe benefit tax, interest, penalties, cess, surcharge and rates imposed, levied, collected, withheld or assessed by any local, municipal, regional, urban, governmental, state, or other body in India or elsewhere and any interest, additional taxation penalty, surcharge or fine in connection therewith;
- (k) **"Term"** shall have the meaning as assigned to it in Clause 8.1 of this Agreement.

1.2. Interpretation

In this Agreement, unless the context otherwise requires:

- (a) References in this Agreement to the Parties include their respective permitted assignees and/or the respective successors in title to substantially the whole of their respective undertakings and, in the case of individuals, to their respective legal heirs, assignees, executors and administrators.;
- (b) References to the singular shall include references to the plural and vice-versa;
- (c) References to Recitals, Articles, Clauses, Sub-Clauses and Schedules are to recitals, articles, clauses, sub-clauses of and schedules to this Agreement;
- (d) Any reference herein to a statutory provision shall include such provision, as is in force for the time being and as from time to time, amended or re-enacted.
- (e) The words "this Clause" unless followed by a specific clause and/or sub-clause number, shall mean the entire clause and not merely the sub-clause or portion of the clause where such words appear.
- (f) The words "hereof," "herein" and "hereunder" and words of similar import when used in this Agreement shall refer to this Agreement as a whole and not to any particular provision of this Agreement. The words "include", "including" and "among other things" shall, in all cases, be deemed to be followed by "without limitation" or "but not limited to" whether or not they are followed by such phrases or words of like import.
- (g) Unless otherwise stated, time will be of the essence of contract for the purpose of any Party's obligations under this Agreement.
- (h) References in this Agreement to any document or agreement (including this Agreement) shall be deemed to include references to such document or agreement


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as amended, varied, restated, supplemented or replaced from time to time in accordance with the terms thereof and also include references to any side letters executed in connection therewith, except as otherwise provided in this Agreement.

- (i) Headings to Clauses, parts and paragraphs of Schedules and Schedules are for convenience only and do not affect the interpretation of this Agreement.
- (j) Any reference to any Party being obliged to "procure" or "cause" or "ensure" any action shall be construed as a reference to that Party or Shareholder being obliged to exercise all rights and powers available to it so as to procure or cause the relevant action.
- (k) The determination of any period of days for the occurrence of an event or the performance of any act or thing shall be deemed to be exclusive of the day on which the event happens or the act or thing is done.
- (l) Any references to knowledge, information, belief or awareness of any Person shall be deemed to include such knowledge, information, belief or awareness that such Person would have if such Person had made due and careful enquiries.


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SCHEDULE 1 | DUTIES TO BE PERFORMED BY THE EMPLOYEE

Responsibilities:

1. Responsible for implementing, configuring and designing Taboola's work class products for its worldwide customers
2. Ensure the implementations are of best quality
3. Understanding client requirements and meeting the team SLAs
4. Collaborate with different teams to resolve complex implementations, if needed


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SCHEDULE 2 | COMPENSATION DETAILS

1. *Your compensation will consist of:*
 - (a) Starting base salary of **4,72,083** Indian Rupees per annum.
 - (b) Performance Bonus- **42,917** this amount is neither the maximum nor the minimum amount and can vary depending upon the Employee's achievement against his key performance indicators. It is hereby clarified that the performance bonus amount is totally at the discretion of the Company and is not a matter of Employee's entitlement. The performance bonus is also dependent on the Company's performance.
2. *The Employee shall be entitled to the following prorated holidays and leaves in a calendar year:*
 - (a) 10 days holidays per annum including national holidays / festival holidays as notified for each calendar year (the "Holidays").
 - (b) Earned leaves of up to 18 (eighteen) days, accrued at the rate of 1 (one) for every 20 (twenty) days. The privilege leave shall be accumulated / carried forward as per applicable laws;
 - (c) Sickness leaves for a total period of up to 7 (seven) days in a year, which shall lapse at the end of the year; and

Casual leaves for a total period of up to 7 (seven) days in a year, which shall lapse at the end of the year. The above mentioned leaves shall be prorated depending on the Employee's joining date. The process to avail the Earned, Sick or Casual Leave, is detailed out in Company's handbook/ policy which exist at the time of the Employee joining the Company and /or which may be introduced and/ or revised by the Company, from time to time.


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Acceptable Use Policy

1) Overview

Acceptable use, as it refers to Taboola.com Ltd., its subsidiaries and affiliates (collectively, "Taboola", or the "Company"), is a statement of the guidelines created for the purpose of defining the proper practices in relation to the use of Taboola's technology resources. These resources may include, but not be limited to (i) the use of the internet, computers, mobile devices, printing devices and electronic communication platforms such as email and social media platforms, (ii) data security, and (iii) confidentiality. This policy also outlines the sanctions and measures that may be taken in the event that the rules contained herein are violated.

Taboola's intentions for publishing a policy gathering said guidelines and sanctions (hereinafter referred to as "Acceptable Use Policy") are not to impose restrictions that are contrary to Taboola's established culture of openness, trust, and integrity. Taboola is committed to protecting Taboola's employees, partners and the Company from illegal or damaging actions by individuals, either knowingly or unknowingly.

2) Purpose

The purpose of this policy is to outline the acceptable use of computer and information technology ("IT") equipment at Taboola. These rules are in place to protect all individuals working at or on behalf of Taboola. Inappropriate use exposes Taboola to risks including virus attacks, compromise of network systems and services, and legal issues.

Effective security is a team effort involving the participation and support of every Taboola employee and affiliate who deals with information and/or information systems. It is the responsibility of every user to know these guidelines, and to conduct their activities accordingly.

3) Scope

This Acceptable Use Policy pertains to the security and use of all Taboola's information and IT equipment. It also includes guidelines regarding the use of email, internet, voice and mobile IT equipment, storage media, and network-shared folders, including when accessed using your personal devices that you have chosen to use for work (when authorized by Taboola). These systems are to be used for business purposes in serving the interests of the Company, and of our clients and customers in the course of normal operations.

This policy applies to any individual/person, which is either an employee of Taboola, a contractor who provides services to Taboola and/or any of its employees or anyone who acts on such contractors' behalf, or any agent who acts on behalf of Taboola (hereinafter: "you" or "Policy Subject(s)"). This policy applies to all information, in whatever form, relating to

Acceptable Use Policy

Taboola's business activities worldwide, and to all information handled by Taboola. It also covers all IT facilities operated by Taboola's or on its behalf.

4) Policy

a) General Use and Ownership

- i) All Taboola proprietary information stored on electronic and computing devices whether owned or leased by Taboola, the employee, or a third party, remains the sole property of Taboola. You must ensure through legal or technical means that proprietary information is protected in accordance with the Internal IT Policies.
- ii) You have a responsibility to promptly report an actual or potential theft, loss or unauthorized disclosure of Taboola proprietary information.
- iii) You may access, use or share Taboola proprietary information only to the extent it is authorized and necessary to fulfil your job.
- iv) You are responsible for exercising good judgment regarding the personal use of IT systems, such as devices, software, SaaS accounts or cloud services. The guidelines concerning personal use of Taboola's IT systems can be found in the internal IT policies Brain space, available at <https://brain.taboola.com/display/IITP> ("Internal IT Policies"). If there is any uncertainty, you should consult their supervisor or manager.
- v) For security and network maintenance purposes, authorized individuals within Taboola may monitor equipment, systems, and network traffic at any time, per Taboola's Internal IT Policies, including when accessed using your personal devices that you have chosen to use for work (when authorized by Taboola).
- vi) Taboola reserves the right to audit networks and systems on a periodic basis to ensure compliance with this policy.

b) Security and Proprietary Information

- i) System level and user level passwords must comply with the Internal IT Policies. Providing access to another individual, either deliberately or through failure to secure its access, is prohibited.
- ii) All company owned computing devices and your personal devices that you have chosen to use for work (when authorized by Taboola) must be protected by an MDM (Mobile Device Management) system. The MDM allows IT to control

Acceptable Use Policy

Taboola's laptops and company owned phones remotely, control the encryption of the device, wipe the device (if needed) remotely, and apply the organization protection and password policy on each device.

- iii) All computing devices must be secured with a password-protected screensaver with the automatic activation feature set to 15 minutes or less. You must lock the screen or log off when the device is unattended.
- iv) Postings by employees or authorised contractors and third parties from a Taboola email address to newsgroups, professional networks, or social media sites should be strictly professional and include only necessary facts, no personal opinions, political agenda, client information, or personal information, and shall be subject to Taboola's Social Media Policy, available at <https://brain.taboola.com/display/LEGAL/Social+Media+Policy> ("Social Media Policy").
- v) You must use extreme caution when opening e-mail attachments received from unknown senders, which may contain malware. When in doubt, you should forward the email security@taboola.com.

c) Unacceptable Use

The following activities are, in general, prohibited. Some of the Policy Subjects may be exempted from these restrictions during the course of their legitimate job responsibilities (e.g., systems administration staff may have a need to disable the network access of a host if that host is disrupting production services).

Under no circumstances is an employee of Taboola authorized to engage in any activity that is illegal under local, state, federal, or international law while utilizing Taboola-owned resources.

The lists below are by no means exhaustive but attempt to provide a framework for activities which fall into the category of unacceptable use.

i) System and Network Activities

The following activities are strictly prohibited:

- (1) Violations of the rights of any person or company protected by copyright, trade secret, patent, or other intellectual property, or similar laws or regulations, including, but not limited to, the installation or distribution of "pirated" or other software products that are not appropriately licensed for use by Taboola.
- (2) Unauthorized copying of copyrighted or confidential material including, but not limited to, data from databases, data from servers, log files, digitization, and distribution of photographs from magazines, books or other copyrighted



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sources, copyrighted music, and the installation of any copyrighted software for which Taboola or the end user does not have an active license.

- (3) Accessing any person's computer or computer system, software, or data without their knowledge and consent; breaching the security of another user; or attempting to circumvent the user authentication or security of any host, network, or account. This includes, but is not limited to, unauthorizedly accessing classified data, logging into or using a server or account you are not expressly authorized to access, or probing the security of other hosts, networks, or accounts.
- (4) Accessing data, a server or an account for any purpose other than conducting Taboola related business.
- (5) Exporting software, technical information, encryption software, or technology, in violation of international or regional export control laws. Management should be consulted prior to export of any material that is in question.
- (6) Introduction of malicious programs into the network or server (e.g., viruses, worms, Trojan horses, e-mail bombs, etc.).
- (7) Revealing your account password to others or allowing use of your account by others. This includes family and other household members.
- (8) Using a Taboola device to actively engage in procuring or transmitting material that is in violation of sexual harassment or hostile workplace laws in the user's local jurisdiction.
- (9) Making fraudulent offers of products, items, or services originating from any Taboola account.
- (10) Making statements about warranty, expressly or implied, unless it is a part of normal job duties.
- (11) Effecting security breaches or disruptions of network communication. Security breaches include, but are not limited to, accessing data of which the Policy Subject is not an intended recipient or logging into a server or account that the Policy Subject is not expressly authorized to access, unless these duties are within the scope of regular duties. For purposes of this section, "disruption" includes, but is not limited to, network sniffing, pinged floods, packet spoofing, denial of service, and forged routing information for malicious purposes.
- (12) Port scanning or security scanning is expressly prohibited unless prior notification to Taboola is made.

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- (13) Executing any form of network monitoring which will intercept data not intended for the Policy Subject's host, unless this activity is a part of the Policy Subject's normal job/duty.
- (14) Circumventing user authentication or security of any host, network or account.
- (15) Introducing honeypots, honeynets, or similar technology on the Taboola network.
- (16) Interfering with or denying service to any user other than the Policy Subject's host (for example, denial of service attack).
- (17) Using any program/script/command, or sending messages of any kind, with the intent to interfere with, or disable, a user's terminal session, via any means, locally or via the Internet/Intranet/Extranet.
- (18) Providing information about, or lists of, Taboola employees to parties outside Taboola without Taboola Security Officer's prior approval.

ii) Email and Communication Activities

Taboola email addresses should be used primarily for Taboola related business and activities. Taboola's email addresses should not be used in conjunction with personal services.

Personal email or communications (such as WhatsApp, Telegram and others) should not be used for work related communications.

When using company resources to access and use the internet, users must realize they represent the Company. Whenever Policy Subjects state an affiliation to the Company, they must be strictly professional and include only necessary facts, no personal opinions, political agenda, client information, or personal information.

The following activities are prohibited:

- (1) Sending unsolicited email messages, including the sending of "junk mail" or other advertising material to individuals who did not specifically request such material (email spam).
- (2) Any form of harassment via email or telephone. Harassment includes sending messages that contain profane or offensive language, sending frequent unsolicited messages, or sending extremely lengthy messages.
- (3) Unauthorized use, or forging, of email header information.
- (4) Solicitation of email for any other email address, other than that of the poster's account, with the intent to harass or to collect replies.

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- (5) Creating or forwarding "chain letters", "Ponzi" or other "pyramid" schemes of any type.
- (6) Use of unsolicited email originating from within Taboola's networks of other intranet/extranet service providers on behalf of, or to advertise, any service hosted by Taboola or connected via Taboola's network.
- (7) Posting the same or similar non-business-related messages to large numbers of Usenet newsgroups (newsgroup spam).

iii) Blogging and Social Media

- (1) Blogging by employees, or authorised contractors and third parties, whether using Taboola's property and systems or personal computer systems, is also subject to the terms and restrictions set forth in this Acceptable Use Policy. Limited and occasional use of Taboola's systems to engage in blogging is acceptable, provided that it is done in a professional and responsible manner, does not otherwise violate any of Taboola's policies (including, but limited to, Taboola's Social Media Policy), is not detrimental to Taboola's best interests, and does not interfere with the Policy Subjects' regular work duties.
- (2) Taboola's Internal IT Policies regarding confidential information also apply to blogging. As such, Policy Subjects are prohibited from revealing any of Taboola's confidential or proprietary information, trade secrets, or any other material covered by any of Taboola's policies.
- (3) Policy Subjects shall not engage in any blogging that may harm or tarnish the image, reputation, and/or goodwill of Taboola and/or any of its employees. Policy Subjects are also prohibited from making any discriminatory, disparaging, defamatory, or harassing comments when blogging or otherwise engaging in any conduct prohibited by any of Taboola's Internal IT Policies and Taboola Social Media Policy.
- (4) Policy Subjects may also not attribute personal statements, opinions, or beliefs to Taboola when engaged in blogging. If a Policy Subject is expressing his or her beliefs and/or opinions in blogs, the Policy Subject may not, expressly or implicitly, represent themselves as an employee or representative of Taboola. Policy Subjects assume any and all risk associated with blogging.
- (5) Apart from following all laws pertaining to the handling and disclosure of copyrighted or export-controlled materials, Taboola's trademarks, logos, and any other Taboola intellectual property may also not be used in connection with any blogging activity.

5) Policy Compliance

i) Compliance Measurement




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Taboola will verify compliance to this policy through various methods, including but not limited to, business tool reports, internal and external audits, and feedback to the policy owner.

ii) Exceptions

Any exception to the policy must be approved by Taboola in advance.

iii) Non-Compliance

An employee found to have violated this policy may be subject to disciplinary action, up to and including termination of employment in accordance with the applicable employment law, regardless of Taboola's right to seek indemnification from you in case your actions or omissions result in losses to Taboola. Notwithstanding other rights Taboola might have, a violation of this Policy by a contractor or a third party will constitute a material breach of the engagement with Taboola, and will allow Taboola to immediately terminate the engagement with such contractor or third party.

6) Definitions and Terms

The following definition and terms can be found in the SANS Glossary located at:

<https://www.sans.org/security-resources/glossary-of-terms/>

- a) Blogging
- b) Honeytrap
- c) Honeynet
- d) Proprietary Information
- e) Spam

7) Revision History

Date of Change	Responsible	Summary of Change
December 18, 2019	Ariel Pisetzky	Yearly review & adding information about the MDM system.
January 29 th , 2020	Ariel Pisetzky	Spelling correction
February 17 th 2020	Legal & Ariel Pisetzky	Minor updates

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April 23 rd 2020	Legal & Ariel Pisetzky	Minor updates & clarification on use of personal devices and communications
October 27 th 2021	Legal	Clarification to the Scope & adding reference to Taboola's Social Media Policy

Signature:

Date

TABOOLA INDIA PRIVATE LIMITED

EMPLOYMENT CONTRACT

Dated: December 22nd, 2021

BETWEEN

TABOOLA INDIA PRIVATE LIMITED

AND

Yagyesh Mishra



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EMPLOYMENT CONTRACT

EMPLOYMENT CONTRACT

This Employment Contract ("**Agreement**") is made and executed on the **3rd of January 2022** ("**Effective Date**") by and between:

TABOOLA INDIA PRIVATE LIMITED, a private limited company incorporated under the Companies Act, 2013 and having its registered office at 100, Babar Road, opposite Hotel Lalit, New Delhi - 110001, India and place of business 12th Floor, Building No. 9A, DLF Cyber City, Gurgaon, 122001, India (hereinafter referred to as the "**Company**", which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include all its successors and permitted assigns);

AND

Mr. Yagyesh Mishra, an Indian citizen, bearing PAN ID FWZPM8127A, residing at Address: 5 B 1st Floor Almeria Sector 84 Gurugram - 122004 (hereinafter referred to as "**Employee**");

The Company and the Employee are hereinafter collectively referred to as "**Parties**" and individually as a "**Party**".

WHEREAS:

- A. The Company is a private limited company engaged in the Business (as defined hereinafter) and is desirous of employing the Employee as its **Implementation Representative** and the Employee has agreed to accept such employment as the **Implementation Representative** of the Company.
- B. The Parties are now desirous of entering into this Agreement to set forth the terms and conditions agreed between them for the employment of the Employee and the rights and obligations in relation to the same

NOW, THEREFORE, in consideration of the mutual agreements, covenants, representations and warranties set forth in this Agreement, and for other good and valuable consideration, the receipt and sufficiency of which is acknowledged by the Parties, the Parties hereby agree as follows:

1. DEFINITIONS & INTERPRETATION

- 1.1. As used in this Agreement, the terms included in **Exhibit A** shall have the meaning set forth therein.

2. OBJECT

- 2.1. The Parties have agreed to enter into this Agreement to record the detailed terms and conditions of the Employee's appointment as **Implementation Representative** of the Company, including but not limited to, compensation, non-compete, non-solicitation and confidentiality obligations, etc.


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3. DUTIES

- a.
- 3.1. On and from the Effective Date, the Employee shall render his services to the Company on an exclusive and full time basis, and shall, subject to overall superintendence, control and directions of the superior / senior designated by the Company, and/or management of the Company, from time to time, amongst others perform the duties set out in **Schedule 1** hereof, as amended, from time to time, at the Company's discretion. Notwithstanding the foregoing, the Company may assign new responsibilities and shall have the right to change the Employee's position to such other roles as it deems fit for the Business and may in its sole discretion change the duties associated therewith. The Employee agrees to exercise such powers and responsibilities consistent with the Employees duties.
- 3.2. The Employee agrees and undertakes that he shall devote whole of his time, attention and skill to the duties to the benefit of the Company, and shall faithfully, efficiently, competently and diligently perform such duties and exercise such powers as may from time to time be assigned to or vested in him and shall comply with all reasonable and lawful directions given to him by his superiors / senior(s) and / or by the management of the Company and use his best endeavours to promote and expand the Business and to protect and further the interests and reputation of the Company.
- 3.3. The Employee agrees that he shall not, during the term of his employment with the Company, commit any act for or participate in any activity or render any commercial, advisory or professional services of any nature to any Person or organization other than the Company.
- 3.4. The Employee shall primarily operate from Gurugram, India. However, the Employee may be transferred / relocated to other location(s) of the Company in India and/ or overseas or to the Company's affiliates or to any third parties, depending on the Business needs of the Company. In case of transfer to any other location within India, the benefits such as leaves, holidays and carry forward, etc., shall be revised as per the laws and policies applicable in the new location. Notwithstanding the above, given the nature of duties to be performed by the Employee, the Employee will be expected to travel for work throughout India and/ or overseas as may be necessary.
- 3.5. The Employee shall at all times while discharging his responsibilities under this Agreement, not violate any substantive laws applicable to the Company and shall at all times observe, adhere to and comply with the policies, rules and regulations as may exist and /or may be introduced and/ or revised by the Company, from time to time. In the event of any conflict between the terms and conditions of employment, specified under this Agreement and the policies, the specific terms of this Agreement shall prevail.

4. COMPENSATION AND BENEFITS

- 4.1. Subject to the provisions under this Agreement, and other provisions under the Applicable Laws, from the Effective Date, the salary payable to the Employee shall be as specified in **Schedule 2** to this Agreement. It is hereby clarified that the review and revision of the salary is at the sole discretion of the Company and is not a matter of entitlement / right of the Employee.
- 4.2. In addition to the above and subject to the provisions under this Agreement, and other provisions under the Applicable Laws, from the Effective Date, the Employee shall be entitled


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- to receive other perquisites and performance bonus as detailed in **Schedule 2** to this Agreement. Performance bonus shall be payable at the sole discretion of the Company based on the assessment criteria laid down by the Company in this regard, from time to time.
- 4.3. Without limitation the Company shall be entitled to deduct from the compensation and benefit amounts set out above, the following amounts:
- 4.3.1. Tax at source, at applicable rates;
- 4.3.2. All employment / professional taxes as per Applicable Laws;
- 4.3.3. Contribution to provident funds as per Applicable Laws in force from time to time; and
- 4.3.4 Any other statutory / contractual deduction which may be required/allowed under Applicable Laws and/or pursuant or subsequent to this Agreement.
- 4.4. The Employee shall be required to work for nine (9) hours inclusive of lunch time each day for 5 (five) days in a week. The Employee hereby agrees to work for such hours as are necessary for the proper and competent discharge of his duties. The Company will notify the Employee about the days of a week that the Employee would be required to work, whether Monday to Friday or otherwise, including any changes thereto, as per its business needs. Further, the Company reserves the right to change the days and hours of work at any time in accordance with Applicable Laws and any such change will be communicated to the Employee by the Company in advance. The working hours (including any additional working hours) may be extended consistent with Applicable Law. The Employee acknowledges and agrees that he may be required to attend to official duties at any time, including on weekly offs and public /national holidays etc., as per the exigencies of the work.
- b.
- 4.5. It is clarified that the Employee shall not be entitled to receive any additional compensation or remuneration or benefit from the Company, apart from what has been detailed in **Schedule 2** to this Agreement, for any additional work whatsoever, including but not limited to work performed outside the normal working / business hours, unless approved by the relevant official of the Company in writing. Currently, the office hours are 9am-6pm, unless changed otherwise.
- 4.6. The Company shall reimburse the Employee for all other actual and reasonable employment related expenses incurred by him in the performance of his official duties (upon receipt of detailed vouchers, when required) subject to prior approval by the Employee's senior, in compliance with policies of the Company, as may be introduced and/ or revised by the Company, unless withdrawn in full or part.
- 4.7. Notwithstanding anything to the contrary in this Agreement, the Company shall have the right, subject to applicable law, to set-off against any sums the Company owes to the Employee the amount of any damages incurred or suffered by the Company as a result of the breach, subject to an appropriate arbitral award/court order

5. **INTELLECTUAL PROPERTY RIGHTS**

During the Term, the Employee agrees and undertakes as follows:


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- 5.1. The Employee shall forthwith disclose to the Company all the Intellectual Property rights created, developed or discovered by him (whether alone or with any other Person(s)) at any time during his tenure with the Company in connection with the Business of the Company, whether capable of being patented and/ or registered or not, in connection with or in any way affecting or relating to the Business or capable of being used or adapted for use therein or in connection therewith and the Parties agree that all such information and materials shall belong to and be the absolute property of the Company. The Employee hereby waives all his rights, including moral rights, title, interest under any Applicable Law or common law in relation to any Intellectual Property, anywhere in the world originated, conceived, written or made whether by him alone or with other Person(s) and agrees that he shall not claim any rights, title or interest whatsoever (including but not limited to the right to be compensated) in such works or the use, registration, assignment, license, etc. thereof.
- 5.2. All of the Intellectual Property given, disclosed, created, developed or prepared in connection with the Employee's employment with the Company shall be deemed to be works and/or inventions developed in the course of the Employee's employment with the Company, within the meaning of the copyright laws of all jurisdictions, including and without limitation, India, and the Company shall be deemed to be the sole owner thereof in perpetuity and in all jurisdictions for all purposes. If under any Applicable Law, any result or proceed of the Employee's services are not deemed to be works/and or inventions developed in the course of the employment with the Company, then to the fullest extent allowable and for the full term of protection otherwise accorded to the Employee under such Applicable Law, the Employee hereby irrevocably, exclusively and perpetually assigns and transfers to the Company any/all worldwide right/s, title/s and interest/s in such works and/or inventions without being entitled to receive any additional compensation for such assignment and transfer of title and interest therein
- 5.3. The Employee agrees and acknowledges that he irrevocably, absolutely and perpetually assigns to the Company, worldwide rights in perpetuity in respect of (a) any Licenses, permissions and grants in connection with any Intellectual Property therewith; (b) applications for any of the foregoing and the right to apply for them in any part of the world; (c) right to obtain and hold appropriate registrations in Intellectual Property; (d) all extensions and renewals thereof; and (e) causes of action in the past, present or future, related thereto including the rights to damages and profits, due or accrued, arising out of past, present or future infringements or violations thereof and the right to sue for and recover the same.
- c.
- 5.4. The Employee hereby acknowledges and agrees that the salary and other benefits provided to him under this Agreement constitute appropriate, full and fair consideration in connection with his employment with the Company, and with respect to assignment of all Intellectual Property rights created, developed or discovered by him, either alone or jointly with any other Person(s), in the course of his employment with the Company.
- 5.5. Without prejudice to the generality of the terms contained in Clause 5.1, the Employee shall also ensure that he shall not engage or be involved in (in any manner whatsoever) any unauthorized use, misuse, publication or disclosure of any Confidential Information or Intellectual Property rights.
- 5.6. The Company may, at any time, require the Employee to sign a separate agreement with respect to Intellectual Property.


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6. NON-COMPETITION AND NON-SOLICITATION

6.1. Non-Competition

6.1.1. The Employee shall not during the Restricted Period, directly or indirectly whether independently or as an agent, consultant, advisor, independent contractor or otherwise, engage in or acquire or otherwise participate in any manner whatsoever, in any business or activity, which directly or indirectly competes with the Business of the Company.

6.1.2. The Employee undertakes to the Company that the Employee shall not during the Restricted Period, in any manner directly or indirectly:

6.1.2.1. Be concerned in any business directly or indirectly competing, or which may compete, with the Business of the Company;

1.

6.1.2.2. Disclose to any other Person or (in any way which may be detrimental to the Business of the Company) use any information which is Confidential Information for so long as that information remains Confidential Information;

2.

6.1.2.3. Induce or attempt to induce any director or employee of the Company to leave the employment of the Company;

3.

6.1.2.4. solicit the existing customers / clients or business of the Company, except in relation to the Business on behalf of the Company, or thereafter interfere with the relationship between such customers / clients and the Company; and

4.

6.1.2.5. Assist any other Person to do any of the foregoing.

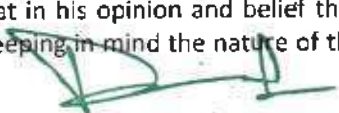
6.1.3. Each covenant above shall be, and is, a separate covenant and shall be enforceable separately against the Employee and his affiliates and independently of the other covenants and its validity shall not be affected if any of the others is invalid.

6.2. Non-Solicitation

ii. The Employee shall not during the Restricted Period, directly or indirectly: (i) solicit for employment (including as an independent contractor) or employ or assist any other Person to solicit for employment or employ, any individual who is engaged in employment with the Company, or was engaged in such employment at any time during the one (1) year period before such solicitation; or (ii) solicit, or assist any other Person to solicit, any current customer, client or account of the Company or any Person who was a customer, client or account of the Company at any time during the one (1) year period before such solicitation, for any business that is competitive with or substantially similar to the business of the Company.

d.

6.3. The Employee confirms and acknowledges that in his opinion and belief the restrictions in respect of time are reasonable and justified keeping in mind the nature of the Business and


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the transactions contemplated hereunder. In the event that any of the restrictions contained in Clauses 6.1 and 6.2 shall be determined by any court of competent jurisdiction to be unenforceable by reason of its extending for too long a period of time or over too large a geographical area or by reason of its being too extensive in any other respect, it shall be interpreted to extend only over the longest period of time for which it may be enforceable, and/or over the largest geographical area as to which it may be enforceable and/or to the maximum extent in all other aspects as to which it may be enforceable, all as determined by such court in such action. In the event that any of the restrictions contained in Clauses 6.1 and 6.2 are rendered void by any court of competent jurisdiction or otherwise, but would be valid if some part thereof was deleted, the above restrictions shall apply with the deletion of such words as may be required to make the restrictions contained in Clauses 6.1 and 6.2 valid, binding and effective.

e.

6.4. The Employee hereby agrees, acknowledges and confirms that the obligations under Clauses 6.1 and 6.2 are an integral and necessary for protecting the Business, goodwill and value of the Company and that the restrictions on competitive activity set forth in this Agreement are primarily to protect the value of the Company, including the goodwill of the Company's Business and the potential for expansion of that Business.

f.

6.5. Notwithstanding the limitation of this provision by any Applicable Law for the time being in force, the Parties undertake to at all times observe and be bound by the spirit of these Clauses 6.1 and 6.2 provided, however, that on the revocation, removal or diminution of the Applicable Law or provisions, as the case may be, by virtue of which the restrictions contained in Clauses 6.1 and 6.2 (as the case maybe) were limited as provided hereinabove, the original restrictions would stand renewed and be effective to their original extent, as if they had not been limited by Applicable Laws or provisions revoked.

g.

6.6. The Parties agree and acknowledge that the covenants and obligations with respect to non-compete and non-solicitation as set forth in Clauses 6.1 and 6.2 relate to special, unique and extraordinary matters, and that a violation of any of the terms of such covenants and obligations by the Employee and/or his affiliates will cause the Company irreparable injury. Therefore, the Parties agree that the Company shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain the Employee and/or his affiliates from committing any violation of the covenants and obligations contained in Clauses 6.1 and 6.2. These injunctive remedies are cumulative and are in addition to any other rights and remedies that the Company may have against the Employee and/or his affiliates in law or in equity.

6.7. The provisions of Clauses 6.1 and 6.2 shall survive termination of this Agreement till the Restricted Period.

7. CONFIDENTIALITY

7.1. The Employee acknowledges that as a consequence of his employment under this Agreement he has been and will be given access to Confidential Information. In light of this the Employee agrees that the Company shall be the sole owner of all the Confidential Information. The Employee agrees not to make copies of such Confidential Information except as expressly authorized by the Company in writing. The Employee hereby assigns to the Company any and all rights, title and interest he may have or acquire in such Confidential Information. Upon termination of employment or at the request of the Company, whichever is earlier, the


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Employee will return or deliver to the Company all tangible forms of such Confidential Information in his possession or control, including but not limited to drawings, specifications, information, documents, records devices, models or any other material and copies or reproductions thereof. The Employee shall not assert any lien on the Confidential Information, or any portion thereof, both during and after cessation of employment with the Company. Further, the Employee undertakes, as follows:

7.1.1. The Employee hereby represents and warrants that at all times hereafter he will maintain the confidentiality of all Confidential Information.

7.1.2. The Employee will not, either directly or indirectly, during the term of his employment or after the termination of this Agreement, make any disclosure of Confidential Information to any third person, or make any use of Confidential Information, for his own benefit or the benefit of any third person.

7.1.3. The Employee shall maintain proper and secure custody of all Confidential Information and use his best endeavors to prevent the use or disclosure of the Confidential Information by or to third Person.

7.1.4. In the event that the Employee, at any time including post termination of employment, is requested pursuant to, or required by, Applicable Law, regulation or legal process to disclose any of the Confidential Information, he shall notify his superior / senior and/ or the management of the Company (as applicable) promptly (but no later than 2 (two) days from receipt of such request) so that the Company may seek an injunctive order or other appropriate remedy or, in the Company's sole discretion, waive compliance with the terms of this Agreement. In the event that no such injunctive order or other remedy is obtained, the Employee agrees to furnish only that portion of the Confidential Information, which is legally required and will exercise all reasonable efforts to obtain reliable assurance from the recipient of the relevant Confidential Information that confidential treatment will be accorded to the Confidential Information.

7.1.5. As remedies at law may be inadequate to protect the Company against any actual or threatened breach of this Clause 7, the Company shall have the right to injunctive relief in the Company's favour with respect to any breach of this provision without proof of irreparable harm.

7.1.6. The Employee agrees that while being employed by Company and/ or upon termination or expiration of this Agreement for any reason whatsoever, he shall not, directly or indirectly, use for himself, or disclose to any Person or entity any Confidential Information, except other than in the course of performing his duties under this Agreement.

i.
ii. 7.1.7 The Company may, at any time and for no additional consideration, require you to sign a separate agreement with respect to Confidential Information.

8. TERM & TERMINATION

8.1. Term/Probation


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h. The Employee's employment will commence under this Agreement on and from Effective Date and remain valid until June 9, 2021 ("Termination Date"). Initially, the Employee will be on a probation period of 90 (ninety) days. The Company shall confirm the Employee's employment in writing upon successful completion of probation. In case the Employee's performance is not found satisfactory during the probation period, then the Company reserves the right to extend the probation period for another 90 (ninety) days or any suitable period. During the probation period and/ or during the extended probation period, either Party may terminate this Agreement by giving to the other party **30 (thirty) days' notice**. The Company may terminate employment with immediate effect by paying basic salary in lieu of notice. Subject to completion of satisfactory probation period and once employment of the Employee is confirmed in writing by the Company, this Agreement shall, subject to Applicable Law, remain valid until the Termination Date, unless terminated in accordance with Clause 8.2, Clause 8.3 or Clause 8.4 of this Agreement.

8.2. Termination with notice

Post completion of the probation period, the either Party shall be entitled to terminate the employment under this Agreement at any time by giving the other party prior notice of **60 (sixty) days**. The Company may, in its sole discretion, (i) terminate employment with immediate effect by paying in lieu of notice; or (ii) at the Employee's request, waive the requirement to provide prior notice or require the Employee to pay in lieu of notice.

8.3. Termination of employment for Cause

8.3.1. The Company shall be entitled to terminate this Agreement for Cause, with immediate effect, without notice or payment in lieu of notice.

8.3.2. The term "Cause" shall mean and include:

8.3.2.1. disregard of lawful instructions of the senior and/or management of the Company relating to the Business of the Company or material violation of any rule, regulation, policy or plan established by the Company from time to time regarding the conduct of its directors, officers, agents, employees or other Persons acting on behalf of the Company and/or its Business; or

1.

8.3.2.2. material breach by the Employee of any obligation under this Agreement, provided that any breach of any of Clauses 5, 6 or 7 of this Agreement shall always be deemed material breach; or

8.3.2.3. any gross negligence, gross misconduct, fraud, misappropriation, embezzlement, theft, dishonesty, breach of fiduciary duty involving personal benefit or any act or omission otherwise inimical to the interests of the Company, or the Business; or

8.3.2.4. Conviction of the Employee in legal proceedings involving any criminal offence or offence involving moral turpitude; or

8.3.2.5. any act considered to be misconduct under the Company's policies or under applicable law, or


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8.3.2.6. The breach of any Company policy.

2.

8.4. Termination of employment by reason of prolonged illness or death

8.4.1. If the Employee, at any time, is prevented from ill-health or accident or any physical or mental disability from performing his duties hereunder, he shall inform the Employer, either through himself or any of his relatives, and supply it with such details as it may require and if he is unable by reason of ill-health or accident or disability, for a period of 3 months or more to perform his duties hereunder, the Employer may forthwith terminate this Agreement.

8.4.2. This Agreement will terminate forthwith upon the death of the Employee and the Company shall not have any further liability or obligation to the Employee, his executors, heirs, assigns or any other Person claiming under or through his estate; provided, however, that the Employee's estate, upon submission of relevant documentation including a succession certificate, shall receive any salary and performance bonus payable in accordance with Schedule 2, which is not yet paid as of the date of his death.

ii.

8.5. Garden leave

i.

8.5.2. In the event of termination of employment under this Clause 8, the Company may require the Employee to absent himself from its premises on garden leave and not participate in the working of the Company during the unexpired portion of the notice period.

8.5.3. The Company reserves the right, during the garden leave, to:

a.

8.5.2.1. cease to vest in or assign to the Employee any powers or duties or to provide any work to him;

8.5.2.2. change his designation or duties as the Company decides appropriate;

8.5.2.3. prevent the Employee from contacting or communicating with any current, former or proposed clients, customers, employees, or vendors of the Company;

b.

8.5.2.4. exclude the Employee from the premises of the Company; and

c.

8.5.2.5. announce to its employees, clients, customers, vendors and other relevant Persons of the Company that the Employee has been given notice of termination or that he has resigned.

d.

8.5.4. It is hereby clarified that during the garden leave, the Employee shall continue to be employed by the Company and shall be paid salary and other applicable benefits. He shall be required to comply with any conditions laid down by the Company during the period of garden leave and all of the obligations contained in this Agreement shall


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continue to apply.

a.

8.6. The Employee will automatically retire from the employment on attaining the age of 60 years. An extension may however, be given at the discretion of the Employer.

b.

8.7. The Employee agrees that, following termination or expiration of this Agreement, he shall cooperate fully with the Company in all matters relating to the completion of his pending work on behalf of the Company and the orderly transition of such work to such other employees as the Company may designate. The Employee further agrees that on termination or expiration of this Agreement he shall co-operate fully with the Company as to any and all claims, controversies, disputes or complaints of which he has any knowledge pertaining to the Business, provided that, the Company shall reimburse the Employee for all out-of-pocket expenses incurred pursuant to his duties under this Clause 8.7. Such cooperation includes, but is not limited to, providing the Company with all information known to him related to such claims, controversies, disputes or complaints and appearing and giving testimony in any forum under Applicable Laws.

8.8. Clauses 5, 6, 7, 8.4, 8.5, 8.7, 9, 10 and 11 shall survive the termination of this Agreement. It is however clarified that Clauses 6.1 and 6.2 shall survive termination of this Agreement till the Restricted Period.

c.

8.9. Upon the termination or expiration of this Agreement, the Employee will:

d.

8.9.1. Promptly return to the Company all the Company's property (including, Intellectual Property of the Company) and all materials or documents containing Confidential Information which he received or prepared or helped prepare in connection with the Employee's employment with the Company, if any;

e.

8.9.2. not retain any copies, duplicates, reproductions or excerpts of such materials or documents in any form;

f.

8.9.3. undertake all necessary actions, if required by and at the cost of the Company, to vest such property rights in the Company;

8.9.4. resign from and/or vacate any office of directorship or any other statutory office that the Employee may hold and the Employee shall be obligated to resign from and/or vacate such office forthwith; and

g.

8.9.5. return any letter of authority or power of attorney is issued by the Company to the Employee during the term of employment.

h.

8.10. If so requested, the Employee shall provide to the Company a duly signed written statement confirming that he has fully complied with Clause 8.9 above.

i.

8.11. Without prejudice to any other right available under Applicable Law, the Company reserves the right to make reasonable deductions from the Employee's full and final payment or any other amount(s) due to him, in the event that the Employee fails to return any or all the


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property of the Company which is in his possession or control, or returned in a damaged state, other than due to normal wear and tear.

- 8.12. The Company further reserves the right to suspend the Employee from employment during any period where the Company is investigating any alleged misconduct or breach by the Employee of any applicable Company policies, rules or regulations as in effect from time to time, or any applicable laws, regulations, rules, notices, guidelines and requirements of any governmental, statutory or regulatory body by the Employee.

9. GOVERNING LAW AND JURISDICTION


j. This Agreement shall be governed by the laws of the Republic of India. Each Party consents to the exclusive jurisdiction and venue of the courts situated in India at Gurugram (or any other jurisdictional court at the time of claim, dispute, etc.) for all matters, claims, disputes, questions or controversies involving the parties and arising out of or in connection with, in relation to this Agreement.

10. REPRESENTATION AND WARRANTIES

10.1. The Employee hereby represents, warrants, undertakes and confirms to the Company that:

- 10.1.1. he has been provided with a copy of this Agreement for review prior to signing and has reviewed and understood the same;
- 10.1.2. the execution and delivery of this Agreement by him and performance by him of his duties and obligations hereunder do not and shall not result in any breach or constitute a default under and are not and will not be in conflict with or prohibited by any agreement to which he is a party or by which he may be bound;
- 10.1.3. he has a valid visa and relevant permissions and qualifications to be employed in India and perform his duties under this Agreement;
- 10.1.4. he is not currently, has not ever been and is not threatened to be, subject to expulsion, bar, suspended or other disciplinary proceeding or action from or by any statutory or regulatory authority under any Applicable Law;
- 10.1.5. he has not brought any confidential information and/or intellectual property of his previous employer (s) and/or a third party (s), that may lead to any breach of his representations and/or obligations under any understanding and/or contracts with his previous employer (s) and/or a third party (s); and
- 10.1.6. he shall indemnify the Company and/or its relevant officers, employees and/or directors from and against any and all losses, liabilities, claims, damages, costs and expenses, including reasonable legal fees and disbursements in connection therewith, which may be attributable to an unapproved and/or intentional act, violation and/or breach of the terms of this Agreement and/or Applicable Law and/or Company policies.

11. MISCELLANEOUS


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11.1. Notices

11.1.1. Each notice, demand or other communication given or made under this Agreement shall be in writing and delivered or sent to the relevant Party at its address or fax number or e-mail set out below, as applicable (or such other address or fax number or e-mail as the addressee has by 5 (five) business days' prior written notice specified to the other Party). Any notice, demand or other communication given or made by letter between countries shall be delivered by courier with a copy by electronic mail to the addresses set forth below. Any notice, demand or other communication so addressed to the relevant Party shall be deemed to have been delivered (a) if delivered in person or by courier, when proof of delivery is obtained by the delivering Party; (b) if sent by post within the same country, on the tenth day following posting and if sent by post to another country, on the twentieth day following posting; (c) if given or made by fax, upon dispatch and the receipt of a transmission report confirming dispatch. Pursuant to the dispatch of the notice as above, the Party sending the notice shall also email the contents of the entire notice to the receiving Party at the electronic mail address mentioned below.

11.1.2. The initial address, facsimile and electronic mail address of the Parties for the purposes of this Agreement are:

If to the Company:

Name : **Taboola India Private Limited**
Address :
Attention :
Fax :
Email :

If to the Employee :

Name : **Mr. Yagyesh Mishra**
Address : **5 B 1st Floor Almeria Sector 84 Gurugram - 122004**
Fax :
Email : yaqvesh0208@gmail.com

11.2. Data Protection and Privacy

11.2.1. The Company may, in connection with the Employee's employment, receive personal data relating to the Employee or third parties associated with the Employee (such as spouse or children). Such data may be received directly from the Employee or from


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other sources. The Company may process such data for relevant and limited purposes. By signing the Agreement, the Employee hereby expressly consents to the following:

- 11.2.2.1. the processing of the Employee's personal data by the Company or such third-party appointed by the Company;
- 11.2.2.2. the collection and processing of sensitive personal data or information (as defined under applicable laws) about the Employee for limited purposes;
- 11.2.2.3. the transfer worldwide of personal data held about the Employee by the Company to other employees and offices of the Company's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of the Employee's personal images and voices in marketing material, videos, etc.; and
- 11.2.2.4. treating any personal data to which the Employee has access in the course of his employment strictly in accordance with the Company's policies and procedures and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to the Employee.

11.3. Insurance

Subject to insurance policies that the Company may have and other statutory insurances, the Employee may be eligible to receive compensation under the Employees Compensation Act, 1923, for injuries arising out of and in the course of employment.

11.4. Maternity Benefit

Women employees of the Company shall be entitled to maternity leave in accordance with the Maternity Benefit Act, 1961 (as applicable), i.e., eligible women employees shall be entitled to 26 weeks of maternity leave for the first 2 surviving children, and 12 weeks of maternity leave for every subsequent child.

11.5. Successors and Assigns

This Agreement shall inure to the benefit of the successors-in-interest and assigns of the Company. The Employee shall not be entitled to assign his rights or obligations hereunder to any Person, and any such assignment shall be void.

11.6. Waiver

The failure of any Party to exercise any rights under this Agreement shall not be construed as a waiver of the obligations of the other Party or the future performance of any such term or obligation, and the obligations of a Party with respect thereto shall continue in full force and effect. Any waiver of terms or obligations under this Agreement shall not be valid unless rendered expressly in writing.

11.7. Entire Agreement

This Agreement supersedes and cancels any and all previous understandings and agreements of whatever nature between the Parties with respect to the matters covered herein. This


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Agreement sets forth the entire agreement between the Parties with respect to the subject matter herein.

11.8. Amendment

Any revision, substitution, alteration or amendment of this Agreement shall not be valid unless approved by the Company and effected by the execution of a written agreement signed by the Parties hereto.

11.9. Taxes

If, and to the extent that, the receipt by the Employee of any amounts of benefits (including employee benefits), perquisites or similar items provided or to be provided under this Agreement is determined by the applicable taxing authorities to constitute compensation taxable to the Employee, in such event, the Employee shall be responsible for the payment of any and all Taxes imposed upon him in respect thereof and shall not be entitled to reimbursement therefore from the Company or to any increase in his compensation hereunder by reason thereof. The Company shall withhold from any amounts payable under this Agreement such Taxes and statutory social security deductions as may be required to be withheld pursuant to any Applicable Law.

11.10. Specific Performance

The Employee agrees that the obligations imposed on him under this Agreement are fair, reasonable, special, unique and of an extraordinary character and necessary for the protection of the legitimate business interests of the Company and that the Company would not have entered into this Agreement without the inclusion of such restrictions and that a breach by the Employee of any of the provisions of this Agreement (including Clauses 5, 6 and 7), shall cause irreparable harm to the Company and the Business, which harm is incapable of being fully redressed by payment of damages and shall not serve as an adequate remedy. Accordingly, it is agreed that the Company shall be entitled to institute legal proceedings for specific performance of this Agreement against the Employee and also be entitled to injunctive and other equitable relief in addition to any other remedy to which it may be entitled, under law or in equity.

11.11. Severability

If any provision of this Agreement, is held to be illegal, invalid, or unenforceable under any present or future Applicable Law, then such provision shall be severed from the Agreement without (to the greatest extent possible) any adverse effect to the rights or obligations of the Parties and this Agreement shall be construed and enforced as if such illegal, invalid, or unenforceable provision had not been a part hereof. Upon occurrence of such an event the remaining provisions of this Agreement shall remain in full force and effect and shall not be affected by the illegal, invalid or unenforceable provision or by its severance here from.

11.12. Non-Exclusive Remedies

The rights and remedies herein provided are cumulative and none is exclusive of any other, or of any rights or remedies that any Party may otherwise have at law or in equity. The rights and


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remedies of any Party based upon, arising out of or otherwise in respect of any inaccuracy or breach of any representation, warranty, covenant or agreement or failure to fulfill any condition shall in no way be limited by the fact that the act, omission, occurrence or other state of facts upon which any claim of any such inaccuracy or breach is based may also be the subject matter of any other representation, warranty, covenant or agreement as to which there is no inaccuracy or breach.

11.13. Cost and Expenses

Each of the Parties hereto shall pay their own costs and expenses relating to any discussions, negotiations, investigations undertaken in connection with the subject matter hereof, including without limitation, costs and expenses associated with the retention of financial, legal, tax and other professional advisors and investment bankers, and preparation and execution of this Agreement and all other documents related to the transaction contemplated under the Agreement.

11.14. Rights of Third Parties

Nothing expressed or implied in this Agreement is intended or shall be construed to confer upon or give any person, other than the Parties hereto any rights or remedies under or by reason of this Agreement or any transaction contemplated by this Agreement.

11.15. Time

Any date or period as set out in any clause of this Agreement may be extended with the written consent of the Parties failing which time shall be of the essence.

11.16. Right to Structure the Claim

Each Party shall have the unfettered right to bring any and all claims arising out of or in connection with any particular Clause of this Agreement, and the Party asserting such claim or claims shall not be compelled against its will to bring such claim or claims under any other particular Clause under this Agreement, even in the case where another particular Clause under this Agreement might also be applicable.

11.17. Counterparts

This Agreement may be executed simultaneously in one or more counterparts, each of which shall be deemed an original, but all of which taken together shall constitute one and the same instrument. Any Party may enter into this Agreement by executing any such counterpart. Signatures may be exchanged by electronic transmission in "PDF" or other imaging format, with original signatures to follow. Each Party agrees to be bound by its own electronic transmission signature and that it accepts the electronic transmission signature of the other Parties.

11.18. Co-operation


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The Employee hereby agrees that, during the term of his employment with the Company and at any time thereafter, the Employee shall cooperate (i) in the defense of any legal matter involving any matter, to which he is a privy and/or party to in any manner, that arose during his employment with the Company; and (ii) with all governmental authorities on matters pertaining to any investigation, litigation or administrative proceeding pertaining to the Company and/or its affiliates.

11.19. Communication

k.

l. The Employee agrees that he will not at any time during the continuance of his employment or on expiry or on termination/cessation of his employment with the Company or thereafter, issue any statements regarding the Company, or his employment, whether verbally to any third party, or to the print or electronic media (whether oral or written) or make any disclosure on any social networking site or otherwise, which has not directly been authorized by the Company in writing.

m.

n.

11.20. Disparagement

o.

p. The Employee shall not at any time without limitation, publish or communicate any disparaging remarks, comments or statements concerning the Company or any of its respective shareholders, directors, officers or employees. For this purpose, 'disparaging' means any remarks, comments or statements that impugn the character, honesty, integrity, morality, or business acumen or abilities in connection with any aspect of the operation of the Company's business of, or reflect negatively upon, the individual or the Company being disparaged.

q.

[FOLLOWING THIS PAGE IS THE EXECUTION PAGE]


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EMPLOYMENT CONTRACT

IN WITNESS WHEREOF THIS AGREEMENT HAS BEEN ENTERED INTO BETWEEN THE PARTIES ON THE DATE FIRST ABOVE WRITTEN:

SIGNED AND DELIVERED for and on behalf of **TABOOLA INDIA PRIVATE LIMITED**

DocuSigned by:
Yaron Kaneti
BAF194F04A14472...

Name: **Yaron Kaneti**
Title: VP Finance

SIGNED AND DELIVERED BY **Mr. Yagyesh Mishra**
[Name of the Employee]

DocuSigned by:

373EC2359300490...


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EMPLOYMENT CONTRACT

EXHIBIT A | DEFINITIONS

1. DEFINITIONS & INTERPRETATION

1.1. Definitions

r. For the purposes of this Agreement, in addition to the terms defined elsewhere in this Agreement, the following capitalised terms, wherever used in this Agreement, unless repugnant to the meaning or context thereof, shall have the following meaning:

- (a) **"Applicable Law(s)"** means all applicable:
 - (i) statutes, enactments, acts of legislature or parliament, laws, ordinances, rules, bye-laws, regulations, listing agreements, notifications, guidelines or policies of any applicable country and/or jurisdiction, including but not limited to any guidelines, circulars, notifications in force, and/or issued and/or revised by a Governmental Authority, from time to time;
 - (ii) administrative interpretation, writ, injunction, directions, directives, judgment, arbitral award, decree, orders or governmental approvals of, or agreements with, any governmental authority or recognized stock exchange; and
 - (iii) international treaties, conventions and protocols, as may be in force from time to time and applicable to the Company.
- (b) **"Business"** shall mean the business of advertising technology services;
- (c) **"Cause"** shall have the meaning as assigned to it in Clause 8.2.2 of this Agreement;
- (d) **"Confidential Information"** shall mean any confidential and/or proprietary information concerning the Company and/ or its group company, disclosed, either directly or indirectly, in writing or orally, or by inspection of tangible objects (including without limitation documents, prototypes, samples, plant and equipment) including (a) inventions, innovations or Intellectual Property rights and any idea or know-how; (b) confidential and proprietary trade secrets of the Company and/or all other information belonging or relating to the Business that is not generally known; (c) proprietary information relating to the development, utility, operation, functionality, performance, cost, know-how; (d) details of present and proposed businesses, formulas, ideas, strategies, techniques, policy, data related to employees, past present or proposed vendors/customers, agents, suppliers, affiliates information regarding research and development, unpublished financial statements, budgets and other financial details, computer programming techniques, methodologies and related technical information, business or marketing plans, forecasts, prices, quotes, bids, controls, operating procedures, organization responsibilities, marketing matters and any policies or procedures, software programs and files, operating manuals, user manuals documentation, source code and any and all information pertaining to the

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application of any software; (e) all information which is normally considered as confidential information in the Business; and (f) information in relation to this Agreement;

Information shall be deemed to be confidential whether the same comes to knowledge orally or is contained in tangible or fungible form and whether contained in a floppy disc, computer system, brochure, booklet or otherwise. Unless otherwise specified by the Company, all information received by the Employee during the period of his employment relating to the Business whether from the Company, its affiliates, its agents, clients, vendors, partners or customers, shall be deemed to be Confidential Information.

Confidential Information shall however not include the following:

- (i) Information which is available in public domain;
- (ii) Information which is required to be disclosed pursuant to Applicable Laws;
- (iii) Information already available with the Employee independently, without breach of any confidentiality obligation under this Agreement; and
- (iv) Information provided to the Employee by third parties, without breach of any confidentiality obligation under this Agreement.

(e)

"Governmental Authority" means any governmental or statutory authority, government department, agency, commission, board, tribunal or court or other entity authorized to make laws, rules or regulations or pass directions having or purporting to have jurisdiction or any state or other subdivision thereof or any municipality, district or other subdivision thereof having jurisdiction pursuant to the Applicable Laws;

"Licenses" means all licenses, permissions, authorizations, consents, approvals, certificates, permits or other evidence of authority issued by any Governmental Authority, including any and all consents and approvals required to be obtained from any Governmental Authority under any Applicable Laws;

(f) **"Intellectual Property"** shall mean all copyrights, patents, trademarks, service marks, logos, registered designs, domain names and utility models, inventions, brand names, database rights, software, know-how, programming and business names and any similar rights situate in any country and the benefit of any of the foregoing (in each case whether registered or unregistered and including applications for the grant of any of the foregoing and the right to apply for any of the foregoing in any part of the world);

(g) **"Person"** means any individual, sole proprietorship, association (including unincorporated association), unincorporated organization or joint venture, body corporate, corporation (including any non-profit corporation), company (including any limited liability company, joint stock company or joint venture), general partnership, limited partnership, limited liability partnership, estate, trust, firm, Governmental Authority or any other enterprise or other entity (whether or not having separate legal personality);


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- (h) **"Restricted Period"** means the period commencing from the Effective Date and ending 12 months after the termination of this Agreement for any reason whatsoever or expiry of this Agreement, whichever is later;
- (i) **"Company"** means Taboola India Private Limited;
- (j) **"Tax"** means all forms of taxation (Direct Taxation under the Income-tax Act, 1961 and Indirect Taxation including but not limited to provisions of Central Excise Act, 1944, Goods and Service Tax, Custom Act 1962 etc), deductions, withholdings, duties, imports, levies, fees, charges, professional, fringe benefit tax, interest, penalties, cess, surcharge and rates imposed, levied, collected, withheld or assessed by any local, municipal, regional, urban, governmental, state, or other body in India or elsewhere and any interest, additional taxation penalty, surcharge or fine in connection therewith;
- (k) **"Term"** shall have the meaning as assigned to it in Clause 8.1 of this Agreement.

1.2. Interpretation

In this Agreement, unless the context otherwise requires:

- (a) References in this Agreement to the Parties include their respective permitted assignees and/or the respective successors in title to substantially the whole of their respective undertakings and, in the case of individuals, to their respective legal heirs, assignees, executors and administrators.;
- (b) References to the singular shall include references to the plural and vice-versa;
- (c) References to Recitals, Articles, Clauses, Sub-Clauses and Schedules are to recitals, articles, clauses, sub-clauses of and schedules to this Agreement;
- (d) Any reference herein to a statutory provision shall include such provision, as is in force for the time being and as from time to time, amended or re-enacted.
- (e) The words "this Clause" unless followed by a specific clause and/or sub-clause number, shall mean the entire clause and not merely the sub-clause or portion of the clause where such words appear.
- (f) The words "hereof," "herein" and "hereunder" and words of similar import when used in this Agreement shall refer to this Agreement as a whole and not to any particular provision of this Agreement. The words "include", "including" and "among other things" shall, in all cases, be deemed to be followed by "without limitation" or "but not limited to" whether or not they are followed by such phrases or words of like import.
- (g) Unless otherwise stated, time will be of the essence of contract for the purpose of any Party's obligations under this Agreement.
- (h) References in this Agreement to any document or agreement (including this Agreement) shall be deemed to include references to such document or agreement

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as amended, varied, restated, supplemented or replaced from time to time in accordance with the terms thereof and also include references to any side letters executed in connection therewith, except as otherwise provided in this Agreement.

- (i) Headings to Clauses, parts and paragraphs of Schedules and Schedules are for convenience only and do not affect the interpretation of this Agreement.
- (j) Any reference to any Party being obliged to "procure" or "cause" or "ensure" any action shall be construed as a reference to that Party or Shareholder being obliged to exercise all rights and powers available to it so as to procure or cause the relevant action.
- (k) The determination of any period of days for the occurrence of an event or the performance of any act or thing shall be deemed to be exclusive of the day on which the event happens or the act or thing is done.
- (l) Any references to knowledge, information, belief or awareness of any Person shall be deemed to include such knowledge, information, belief or awareness that such Person would have if such Person had made due and careful enquiries.


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SCHEDULE 1 | DUTIES TO BE PERFORMED BY THE EMPLOYEE

Responsibilities:

1. Responsible for implementing, configuring and designing Taboola's work class products for its worldwide customers
2. Ensure the implementations are of best quality
3. Understanding client requirements and meeting the team SLAs
4. Collaborate with different teams to resolve complex implementations, if needed


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EMPLOYMENT CONTRACT

SCHEDULE 2 | COMPENSATION DETAILS

1. *Your compensation will consist of:*

- (a) Starting base salary of **4,72,083** Indian Rupees per annum.
- (b) Performance Bonus- **42,917** this amount is neither the maximum nor the minimum amount and can vary depending upon the Employee's achievement against his key performance indicators. It is hereby clarified that the performance bonus amount is totally at the discretion of the Company and is not a matter of Employee's entitlement. The performance bonus is also dependent on the Company's performance.

2. *The Employee shall be entitled to the following prorated holidays and leaves in a calendar year:*

- (a) 10 days holidays per annum including national holidays / festival holidays as notified for each calendar year (the "Holidays").
- (b) Earned leaves of up to 18 (eighteen) days, accrued at the rate of 1 (one) for every 20 (twenty) days. The privilege leave shall be accumulated / carried forward as per applicable laws;
- (c) Sickness leaves for a total period of up to 7 (seven) days in a year, which shall lapse at the end of the year; and

Casual leaves for a total period of up to 7 (seven) days in a year, which shall lapse at the end of the year. The above mentioned leaves shall be prorated depending on the Employee's joining date. The process to avail the Earned, Sick or Casual Leave, is detailed out in Company's handbook/ policy which exist at the time of the Employee joining the Company and /or which may be introduced and/or revised by the Company, from time to time.


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05 April 2022

Deepak Jhankra
House No.-219, Street-06, Block-A, Sheetla colony, Gurugram, Pincode-122001

Dear Deepak Jhankra,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022**.
(The Company reserves the right to advance / postpone the date of joining.)

1.1. Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1. The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

2.2. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3. You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4. You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.

2.5. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.


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ICDRLST18R41989L000000



2.6. You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subject to assessment at various stages and you are expected to meet the minimum acceptable criteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimum acceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditions of this letter shall continue to bind you or as may be amended by the Company from time to time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if found unsatisfactory at any time during the Training or probation period, or extended probation period, as it deems necessary.

4. Salary:

4.1. During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensation to you.

4.2. Compensation structure detailed in the attached annexure is for a posting in **Pune**. The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to you in writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Pune**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1. You will be entitled to leave and other benefits in accordance with the rules / policies of the Company.

7. Other Work:


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7.1. Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1. During the period of training / probation, your services shall be terminable by giving one month's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company, your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2. In the event that you want to terminate your employment with the Company, while on a project at customer's site in India or abroad you will be required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual date of release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum notice of 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3. In case during your services with the Company, if you are deputed abroad for Training / Developmental program / Participating in Seminar etc., your notice period for resignation / termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4. You will be liable to termination from service by the Company without notice if:

- a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
- b. You are found to have willfully suppressed any material information, or,
- c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
- d. You are found to have indulged in financial irregularities; or
- e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

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9. On Separation:

9.1. On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1. Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc. shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietary information and technologies, which you were involved with during your service with the Company and shall render yourself liable to damages and costs arising out of breach of such confidentiality.

11.2. You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.


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11.3. **Data Protection Regulation- Personal Data:** You acknowledge and agree that TEL or any of its affiliates or group companies may process your personal data/ sensitive data. You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will process your personal data in the performance of a contract as your employer, to ensure to meet the employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate interests to carry out background checks as part of our due diligence measures. You hereby give your explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1. The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2. Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3. Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1. If you conceive any new or advanced methods of improving process / formulae / systems in relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.


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14. Client Management:

14.1. On Termination / Resignation of employment for what-so-ever reasons, you will not seek employment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year from your last working day in the Company. In the event the Company is of the reasonable opinion that you are terminating your employment with the Company to pursue an occupation in violation of this Clause 12, then the Company reserves the right to, at its sole discretion, refuse to accept any letter of termination, by whatever name called, of your employment with the Company. The Company further reserves the right to approach a Court of competent jurisdiction and obtain an injunction preventing you from terminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1. During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you may directly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2. During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, induce or encourage any customer or vendor of the Company to move his/her existing business with the Company to a third party or to terminate his/her business relationship with the Company.

16. Retirement:

16.1. You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1. You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter ("Date of Appointment").


Dronacharya Gurukul of Tech,
Farrukh Nadeem

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19. Jurisdiction and Dispute resolution:

19.1. Any dispute which may at any time hereafter arise between the parties hereto, shall be referred to a single arbitrator to be appointed by the Company Secretary of Tata Elxsi Ltd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary to appoint the arbitrator and refer dispute to arbitration. The decision/award of such an arbitrator shall be binding on the parties hereto. The venue of arbitration shall be Bangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion of all other Courts.

19.2. You will be required to produce one set of photocopies and the originals of certificates / testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3. Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

**Rajagopalan S.
Head - Human Resources**

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment**"). By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date:

Signature: _____

Annexure 1

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Farrukh Nagar - 201305

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ICN: L32A109A0009L000000



Annexure to: **Deepak Jhankra**

Appointment Letter Dated: **05 April 2022**

Name	Deepak Jhankra
Level	D
Designation	Engineer
Location	Pune

	Amount in INR
Basic	15,500
House Rent Allowance	7,750
Flexible Benefit Plan**	1,912
Statutory Bonus *	1,400
Monthly Salary	26,562

Deferred Benefits (Annualised)

Provident Fund (As per the PF Act 1952)	22,320
Gratuity (As per the Gratuity Act 1972)	8,947

Annual Gross Salary **3,50,011**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Principal
Dronacharya College of Engg.,
Farrukh Nagar - 125009

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Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

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Principal
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Farukh Nagar - 122002



Offer: Computer Consultancy
Ref: TCSL/DT20217756243/Delhi
Date: 02/12/2021

Mr. Aditya Gaur
C-34a Hari Nagar Clock Tower,
Near Ddu,
New Delhi-110064,
Delhi.
Tel# -

Dear Aditya Gaur,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.


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

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

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


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Farukh Nagar, Haryana



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹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.


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PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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


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RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

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

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3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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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. Work in SBWS mode

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

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

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documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

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

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

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

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

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

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TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check

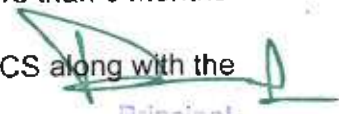
Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For 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)


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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

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

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

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

22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

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time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

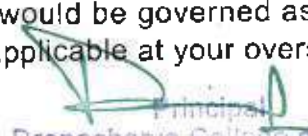
(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory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

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

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

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

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


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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 & AIP



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

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GROSS SALARY SHEET

Annexure 1

Name	Aditya Gaur
Designation	Assistant System Engineer-Trainee
Institute Name	Dronacharya College Of Engineering, Gurgaon

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
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752


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Annexure 2

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


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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 filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.


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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. Working in SBWS Framework:

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

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

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

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

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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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


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10. Equitable Rights

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

11. General

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

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

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

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


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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.

A handwritten signature in blue ink, appearing to be 'D. D.' with a horizontal line underneath.

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Offer: Computer Consultancy
Ref: TCSL/DT20218085503/Delhi
Date: 02/12/2021

Mr. Ayush Gupta
E-1/242Shiv Ram Park,
Nangloi,
New Delhi-110041,
New Delhi.
Tel# -

Dear Ayush Gupta,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹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.


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PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:


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1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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


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RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

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

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3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a


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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. Work in SBWS mode

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

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

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documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

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

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

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

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

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by Dronacharya College of Engg. Farrukh Nagar - 123506)

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TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check


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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For 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)


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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

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

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

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

22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



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time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

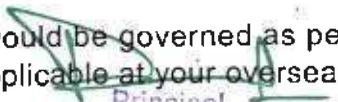
(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory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

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

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

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

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


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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 & AIP



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

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

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GROSS SALARY SHEET

Annexure 1

Name	Ayush Gupta
Designation	Assistant System Engineer-Trainee
Institute Name	Dronacharya College Of Engineering, Gurgaon

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
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

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


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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 filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.


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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. Working in SBWS Framework:

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

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

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

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


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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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


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10. Equitable Rights

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

11. General

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

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

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

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


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TATA CONSULTANCY SERVICES

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Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 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



(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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Offer: Computer Consultancy
Ref: TCSL/DT20207157437/Delhi
Date: 29/11/2021

Ms. Deepali Budhiraja
J-3 71aJ-3 71a Rajouri Garden,
Near Sanatan Dharam Mandir,
Rajouri Garden-110027,
Delhi.
Tel# -

Dear Deepali Budhiraja,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹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.


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PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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


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RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

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

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3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a


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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. Work in SBWS mode

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

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

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documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

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

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

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

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

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by


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TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check

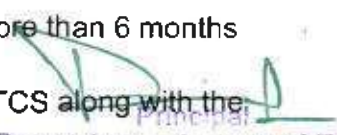
Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For 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)


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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

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

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

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

22. Letter of Appointment

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

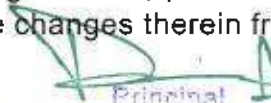
23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

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time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

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

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

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

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

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


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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 & AIP



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

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GROSS SALARY SHEET

Annexure 1

Name	Deepali Budhiraja
Designation	Assistant System Engineer-Trainee
Institute Name	Dronacharya College Of Engineering, Gurgaon

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
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
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 SEZ,Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House,G.S. Road, Dispur,Guwahati - 781006,Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

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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 filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

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

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

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

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


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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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

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10. Equitable Rights

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

11. General

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

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

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

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


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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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TCS Careers Serviceline: 1800 209 3113 Email: careers@tcs.com



Offer: Computer Consultancy
Ref: TCSL/DT20218176346/Delhi
Date: 02/12/2021

Mr. Jaydeep Ganguly
Wz-225 , Flat No : 2a , Maan Apartments Street No. 06,
Near Ram Chowk,
Delhi-110045,
Delhi.
Tel# -8373964886

Dear Jaydeep Ganguly,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹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.

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PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:



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1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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


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RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

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

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3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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


7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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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. Work in SBWS mode

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

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

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documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

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

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

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

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

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

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TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check


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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For 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)


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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

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

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

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

22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

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time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

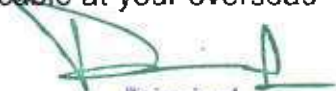
(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory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

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

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

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

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


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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 & AIP



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

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

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GROSS SALARY SHEET

Annexure 1

Name	Jaydeep Ganguly
Designation	Assistant System Engineer-Trainee
Institute Name	Dronacharya College Of Engineering, Gurgaon

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
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

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

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Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com


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Dronacharya College of Engg.
Farukh Nagar - 123506



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 filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.


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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. Working in SBWS Framework:

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

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

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

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

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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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


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10. Equitable Rights

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

11. General

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

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

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

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


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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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Admission Dronacharya Group of Institutions

From: Nikhil Jain <nikhil.21072@ggnindia.dronacharya.info>
Sent: Monday, November 29, 2021 10:54 AM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: TCS Offer Letter
Attachments: DT20218103816_OL.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Get [BlueMail](#) for Android

On 29 Nov 2021, at 12:47 am, TCS Recruitment - Entry Level <recruitment.entrylevel@tcs.com> wrote:

Dear **Nikhil Jain**,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link: <https://nextstep.tcs.com>.
2. Login to the system using your Login Credentials.
3. To accept the offer letter, click on Offer Letter.
4. Click on **I Accept** button to accept the offer
5. Once you accept the offer letter, you can download the same.

We will be in touch with you to keep you abreast of the latest happenings at TCS.
Looking forward to hearing from you soon!

For any query, please contact 1800-209-3111(toll free) / ilp.support@tcs.com

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

TCS NextStep (<https://nextstep.tcs.com>) can also be accessed from Android and iPhone.

Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If


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Offer: Computer Consultancy
Ref: TCSL/DT20218357124/Delhi
Date: 02/12/2021

Mr. Nikhil Kumar
I 1503, Siddhartha Ncr One, Sector-95, Wazirpur, Pataudi Road,,
Near Royal Public School,
Gurgaon-122505,
Haryana.
Tel# -

Dear Nikhil Kumar,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹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.


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PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:


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1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



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RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

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

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3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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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. Work in SBWS mode

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

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

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documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

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

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

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

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

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by


Dr. Pracharva, Director of Engg.
Part - 8.0

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TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check

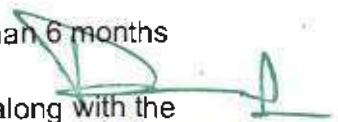
Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For 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)


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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

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

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

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

22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

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time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. Data Privacy Clause:

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


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

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

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

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

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


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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 & AIP



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

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GROSS SALARY SHEET

Annexure 1

Name	Nikhil Kumar
Designation	Assistant System Engineer-Trainee
Institute Name	Dronacharya College Of Engineering, Gurgaon

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
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

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

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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 filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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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. Working in SBWS Framework:

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

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

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

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


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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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


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10. Equitable Rights

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

11. General

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

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

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

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

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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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Admission Dronacharya Group of Institutions

From: Sourav Joshi <souravjoshi256@gmail.com>
Sent: Tuesday, January 3, 2023 4:14 PM
To: Tpo@ggnindia.dronacharya.info
Subject: Offer letter

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

From: TCS Recruitment - Entry Level <recruitment.entrylevel@tcs.com>
Date: Thu, 2 Dec, 2021, 02:18
Subject: TCS Offer Letter
To: <souravjoshi256@gmail.com>

Dear **Sourav Joshi**,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link: <https://nextstep.tcs.com>.
2. Login to the system using your Login Credentials.
3. To accept the offer letter, click on Offer Letter.
4. Click on **I Accept** button to accept the offer
5. Once you accept the offer letter, you can download the same.

We will be in touch with you to keep you abreast of the latest happenings at TCS.
Looking forward to hearing from you soon!

For any query, please contact 1800-209-3111(toll free) / ilp.support@tcs.com

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

TCS NextStep (<https://nextstep.tcs.com>) can also be accessed from Android and iPhone.

Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message


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Farukh Nagar - 123506



Offer: Computer Consultancy
Ref: TCSL/DT20218075746/Delhi
Date: 02/12/2021

Ms. Parul Kalra
Flat- 1004, Tower A4, Tulip White,
Sector 69,
Gurgaon-122101,
Haryana.
Tel# -

Dear Parul Kalra,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹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.


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PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:


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1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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


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RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

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

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3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components


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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a


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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. Work in SBWS mode

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

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

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documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

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

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

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

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

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by


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TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check

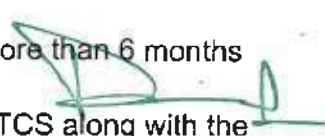
Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)


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Feroz Nader - 123506

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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

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

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

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

22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

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time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

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

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

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

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

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

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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 & AIP



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

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GROSS SALARY SHEET

Annexure 1

Name	Parul Kalra
Designation	Assistant System Engineer-Trainee
Institute Name	Dronacharya College Of Engineering, Gurgaon

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
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

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

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Ferrukh Nagar - 123505



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. Working in SBWS Framework:

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

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

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

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


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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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


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10. Equitable Rights

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

11. General

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

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

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

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

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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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Offer: Computer Consultancy
Ref: TCSL/DT20218086781/Delhi
Date: 02/12/2021

Ms. Radhika Rana
H.No. 129H.No.129 Near Punjab National Bank,
Shiv Book Depot,
Bijwasan-110061,
Delhi.
Tel# -

Dear Radhika Rana,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹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.

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PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:


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1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

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

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3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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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. Work in SBWS mode

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

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

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documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

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

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

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

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

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

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TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For 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)

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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

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

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

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

22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

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time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

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

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

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

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

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


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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 & AIP



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

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

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GROSS SALARY SHEET

Annexure 1

Name	Radhika Rana
Designation	Assistant System Engineer-Trainee
Institute Name	Dronacharya College Of Engineering, Gurgaon

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
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

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


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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 filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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Farukh Nagar - 123006

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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. Working in SBWS Framework:

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

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

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

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


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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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

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10. Equitable Rights

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

11. General

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

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

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

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


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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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Offer: Computer Consultancy
Ref: TCSL/DT20218165360/Delhi
Date: 02/12/2021

Mr. Rajesh Kumar Jha
Shiva Enclave Part 3 Gali No. 5,
Garhi Harshru,
Gurgaon-122505,
Haryana.
Tel# 91-8685071338

Dear Rajesh Kumar Jha,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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From:
Dronacharya College of Engg
Farukh Nagar - 123506



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹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.


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PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

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

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3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a


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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. Work in SBWS mode

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

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

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documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

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

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

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


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

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by


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TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For 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)

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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

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

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

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

22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

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time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

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

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

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

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

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.


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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 & AIP



Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Rajesh Kumar Jha
Designation	Assistant System Engineer-Trainee
Institute Name	Dronacharya College Of Engineering, Gurgaon

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
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

[Signature]
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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42; Think campus; Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

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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 filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.


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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. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.


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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.


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10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.


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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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Offer: Computer Consultancy
Ref: TCSL/DT20218085798/Delhi
Date: 02/12/2021

Ms. Sakshi Kataria
H.No. 383/12 Biswa, Gurgaon Village, Gurgaon,
Gurgaon Village,
Gurgaon-122001,
Haryana.
Tel# -

Dear Sakshi Kataria,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee in Grade Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹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.


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PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:


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1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.


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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/ revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

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documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

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Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com


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TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For 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)

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TATA CONSULTANCY SERVICES Pranacharya College of Engg-
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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from


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time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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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 & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xplore Centres
- Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Sakshi Kataria
Designation	Assistant System Engineer-Trainee
Institute Name	Dronacharya College Of Engineering, Gurgaon

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
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>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</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	


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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 filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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Farukh Nagar - 123508



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

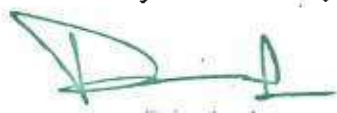
7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.


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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.


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10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.


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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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Offer: Computer Consultancy
Ref: TCSL/DT20218095548/Delhi
Date: 02/12/2021

Mr. Shiwang Kushwaha
C-5/134Gali No. 5,
Baprola Vihar /Shri Lal Convent Senior Secondary School,
New Delhi-110043,
Delhi.
Tel# -

Dear Shiwang Kushwaha,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in **Grade Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms & Conditions).

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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹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)

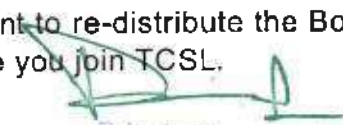
Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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.


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PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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Drona Ananya, Director of Engg.
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1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.


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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a


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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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

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documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

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TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

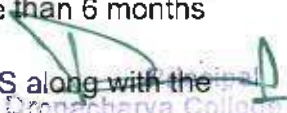
Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For 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)


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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company


Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

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time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.


(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.


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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 & AIP



Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Shiwang Kushwaha
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	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
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
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 SEZ,Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon – Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700150,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road, Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	


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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 filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.


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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. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.


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10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.


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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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Offer: Computer Consultancy
Ref: TCSL/DT20218089476/Delhi
Date: 02/12/2021

Mr. Vivek Sharma
H. No. 85 Type 1 AMd University Campus,
Shiv Temple Md University,
Rohtak-124001,
Haryana.
Tel# 91-8295854767

Dear Vivek Sharma,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹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)

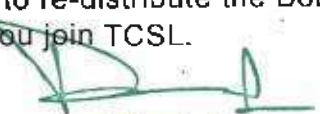
Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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.


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PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.


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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components


The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a


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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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

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documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

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TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original Documents** for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For 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)

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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

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time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.


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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 & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

- Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Vivek Sharma
Designation	Assistant System Engineer-Trainee
Institute Name	Dronacharya College Of Engineering, Gurgaon

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
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
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 SEZ,Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES-SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

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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 filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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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. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.


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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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Offer: Computer Consultancy
Ref: TCSL/DT20218085675/Delhi
Date: 02/12/2021

Mr. Vipin Kumar
Pataudi, Gurugram Ward No.=5, Chhota Bazaar,
Gurudwara,
Pataudi-122503,
Haryana.
Tel# -

Dear Vipin Kumar,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

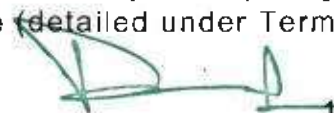
Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹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.


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PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a


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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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

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documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

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TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For 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)


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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

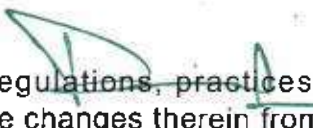
As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from


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time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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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 & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Vipin Kumar
Designation	Assistant System Engineer-Trainee
Institute Name	Dronacharya College Of Engineering, Gurgaon

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
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q. City, Nanakramguda, Hyderabad</p>
<p>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</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	

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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 filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com

Registered Office Nirmaal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3113 Email: careers@tcs.com


Principal
Dronacharya College of
Farrukh Nagar - 123005



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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Principal 17

Dronacharya College of Engg.,
Farrukh Nagar - 122008



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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Dronacharya College of Engg.
Farrukh Nagar - 121006

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

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Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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Dronacharya College of Engg.
Farukh Nagar - 122004

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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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Principal ~~20~~
Dronacharya College of Engg.
Farukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Yagyesh Mishra <yagyesh0208@gmail.com>
Sent: Thursday, December 9, 2021 4:23 PM
To: rajay.mishra@snapon.com; rajaymishra2000@yahoo.com;
tpo@ggnindia.dronacharya.info
Subject: Fwd: TCS Offer Letter

Follow Up Flag: Follow up
Flag Status: Completed

----- Forwarded message -----

From: TCS Recruitment - Entry Level <recruitment.entrylevel@tcs.com>
Date: Thu, 9 Dec 2021 at 4:18 PM
Subject: TCS Offer Letter
To: <yagyesh0208@gmail.com>

Dear Yagyesh Mishra,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link: <https://nextstep.tcs.com>.
2. Login to the system using your Login Credentials.
3. To accept the offer letter, click on Offer Letter.
4. Click on **I Accept** button to accept the offer
5. Once you accept the offer letter, you can download the same.

We will be in touch with you to keep you abreast of the latest happenings at TCS.
Looking forward to hearing from you soon!

For any query, please contact 1800-209-3111(toll free) / ilp.support@tcs.com

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

TCS NextStep (<https://nextstep.tcs.com>) can also be accessed from Android and iPhone.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 129608

Notice: The information contained in this e-mail message and/or attachments to it may contain

confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you



Principal
Dronacharya College of Engg.
Farukh Nagar - 123506



TCS Recruitment -... 29 Nov 2021



to me ▾


Dear **Yash Bhardwaj**,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the **TCS Offer Letter** with you.

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link: <https://nextstep.tcs.com>.
2. Login to the system using your Login Credentials.
3. To accept the offer letter, click on Offer Letter.
4. Click on **I Accept** button to accept the offer
5. Once you accept the offer letter, you can download the same.


Dronacharya Group
Perrukh Nagar - 123003

Admission Dronacharya Group of Institutions

From: RIYA GROVER <riya.21699@ggnindia.dronacharya.info>
Sent: Tuesday, April 19, 2022 11:49 AM
To: TPO
Subject: Re: FW: Regarding congratulations || Techryde
Attachments: image005.png; Riya Offer Letter techryde .pdf

Good Morning Ma'am,
I accept the offer letter and below is the attached copy of the signed offer letter.

Regards
Riya Grover

On 04/19/2022 1:32 AM TPO <tpo@ggnindia.dronacharya.info> wrote:

Dear Riya,

Congratulations!!

Please find attached offer letter for your reference.

As discussed, please share your joining confirmation latest by today 2 PM.

Thanks & Regards

Renu Dua

Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>


Principal
Dronacharya College of Engg.
Feroke Nagar - 123506



Based on the level of discussion and subsequent interview performance, we are pleased to offer Dot Net Developer position to Riya Grover in our company. Please find attached her offer letter.

We advise you to go through the same and acknowledge the student acceptance.

The date of Joining will be **April 19, 2021**. Please submit the signed copies of offer letters as a token of acceptance from her today.

Following is the list of documents that need to be submitted at the time of joining.

- ID Proof - Aadhar card/ voters id/Pan card/ Driving License/ Passport
- Address Proof
- Educational Certificates – 10th,12th, Graduation, Post Graduation
- 5 Passport size photographs

We are so excited to have her in our team. She will be a great addition.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123606

Admission Dronacharya Group of Institutions

From: dhruv sharma <dhruvrocky2001@gmail.com>
Sent: Monday, March 21, 2022 2:21 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Congratulations Dhruva! Offer Letter -TFT
Attachments: image.png

----- Forwarded message -----

From: Areena Paul <paul.arena@tftus.com>
Date: Mon, Mar 21, 2022 at 11:56 AM
Subject: Congratulations Dhruva! Offer Letter -TFT
To: <dhruvrocky2001@gmail.com>
Cc: Human Resources <hr@tftus.com>, Recruiter <recruiter@tftus.com>



WELCOME TO TFT


Principal
Dronacharya College of Engg.
Farukh Nagar - 122006

Dear Dhruva,

Congratulations!

Thank you for your recent application to TFT.

We are pleased to offer you the position of **Software Trainee** with us with an anticipated start date of **21st March 2022**. You will be required to report to join virtually by **11:00 AM** and meet **Ms. Reshu Bedia**.

This offer of employment is contingent upon your acknowledgment and agreement to the TFT terms of employment and a successful background check that may be performed by TFT (or a third-party agent appointed by TFT).

To confirm your acceptance of this offer, you are required to respond to this email to communicate acceptance of the offer and to confirm your joining date.

Please note that the offer will be revoked automatically if you fail to send us the written acceptance **ON** the offer release date.

We are committed to ensuring that all candidates have a positive interviewing experience at TFT. In an effort to continually improve our recruitment process, we solicit your feedback on our interview process by providing this online form. We encourage you to be open with your comments and suggestions and, in turn, we will respect your confidentiality. Click [here](#) to fill the feedback form.

We at TFT hope that you accept this offer of employment and look forward to welcoming you aboard.

Please reach out to hr@tftus.com or your respective HR recruiter for any queries you may have.

Regards,

**Human Resources Team,
Think Future Technologies Private Limited,
1st Floor, Building 249G,
AIHP Tower, Udyog Vihar Phase 4
Gurgaon – 122015
Contact Number: 0124-2807000**

DOCUMENTS TO BE FURNISHED/UPLOADED

- Please sign on every page of the LOA and upload it
- Please download and fill the form H and upload it.
- Please upload one casual photo of you
- Please upload NOC from college
- Click [here](#) to learn how to e-sign the LOA
- Please click [here](#) to upload all the documents mentioned above.



Areena Paul 
(MBA HR & Operations)
Human Resource Executive
Think Future Technologies Pvt Ltd
Mobile : +91 8886919728


Principal
Dronacharya College of Engg.
Ferrukh Nagar - 123606

Admission Dronacharya Group of Institutions

From: Reshu Bedia <bedia.reshu@tftus.com>
Sent: Wednesday, November 10, 2021 11:50 AM
To: TPO
Cc: Tushar Sharma; Gaurav Singh; Recruiter; principal@ggnindia.dronacharya.info
Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)
Attachments: ~WRD000.jpg; image003.jpg; image004.jpg; image001.jpg; image002.jpg

Renu,

Happy to announce, we have selected Mohit as well and he has joined us from today.

Thanks,



On Tue, Nov 9, 2021 at 10:02 AM TPO <tpo@ggnindia.dronacharya.info> wrote:

Thank you so much Sir for the update.

We always look forward to your kind support.

Kind Regards,

Renu Dua

From: Tushar Sharma [mailto:sharma.tushar@tftus.com]
Sent: Monday, November 8, 2021 9:44 PM
To: tpo
Cc: Gaurav Singh; Recruiter; Reshu Bedia; principal@ggnindia.dronacharya.info
Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)

Renu,




Principal

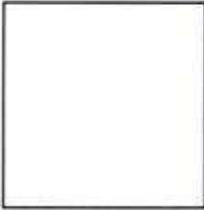
I had a discussion with Adarsh and Sejal. They both have decent opportunities and we would not like to counter offer them.

Many Thanks!

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specified.

Tushar Sharma | 
Sr. Manager HRBP (MBA | SHRM-CP)
| Think Future Technologies Pvt. Ltd.
| mobile: +91-9811535246



On Sun, Nov 7, 2021 at 9:31 AM Tushar Sharma <sharma.tushar@tftus.com> wrote:

Please suggest if I should call them on phone or if you could arrange a con call.

Many Thanks,

Tushar

On Sat, 6 Nov 2021 at 5:04 PM, tpo <tpo@ggnindia.dronacharya.info> wrote:

Sure Sir!!

Kind Regards

Renu Dua

----- Original message -----

From: Tushar Sharma <sharma.tushar@tftus.com>

Date: 06/11/2021 16:50 (GMT+05:30)

To: tpo <tpo@ggnindia.dronacharya.info>


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Cc: Gaurav Singh <singh.gaurav@tftus.com>, Recruiter <recruiter@tftus.com>, Reshu Bedia <bedia.reshu@tftus.com>, principal@ggnindia.dronacharya.info

Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)

Can I speak to them both, tomorrow?

On Sat, 6 Nov 2021 at 4:49 PM, tpo <tpo@ggnindia.dronacharya.info> wrote:

Sure Sir, you can go ahead with your process.

Kind Regards

Renu Dua

----- Original message -----

From: Tushar Sharma <sharma.tushar@tftus.com>

Date: 06/11/2021 16:38 (GMT+05:30)

To: tpo <tpo@ggnindia.dronacharya.info>

Cc: Gaurav Singh <singh.gaurav@tftus.com>, Recruiter <recruiter@tftus.com>, Reshu Bedia <bedia.reshu@tftus.com>, principal@ggnindia.dronacharya.info

Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)

Could we speak to both of them? We would like to counter offer if that's the case.

Please let us know.

Many Thanks,

Tushar


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

On Sat, 6 Nov 2021 at 4:36 PM, tpo <tpo@ggnindia.dronacharya.info> wrote:

Good Afternoon Sir,

Sincere thanks and gratitude for interviewing and selecting our students.

This is to kind inform you that Sara, Radhika and Ritvik will join the organization. Adarsh and Sejal will not be able to join as they both received off campus offer yesterday.

We really feel sorry for the inconvenience.

Kind Regards

Renu Dua

----- Original message -----

From: Tushar Sharma <sharma.tushar@tftus.com>

Date: 05/11/2021 19:13 (GMT+05:30)

To: tpo <tpo@ggnindia.dronacharya.info>

Cc: Gaurav Singh <singh.gaurav@tftus.com>, principal@ggnindia.dronacharya.info, Recruiter <recruiter@tftus.com>, Reshu Bedia <bedia.reshu@tftus.com>

Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)

Dear Renu,

Hope you had a great Diwali!

Happy to announce that we have selected all these students (name mentioned below), and will have them start from Monday. Reshu will coordinate further with you on reshu@tftus.com.



Dronacharya College of Engg.
Farukh Nagar - 122599

Adarsh Malik

Radhika

Ritvik Bhadola

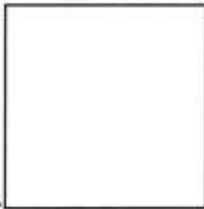
Sejal Khanna

Sara Dhingra

Many Thanks!

Error! Filename not

specified.



Tushar Sharma | 
Sr. Manager HRBP (MBA | SHRM-CP)
| Think Future Technologies Pvt. Ltd.
| mobile: +91-9811535246



On Fri, Nov 5, 2021 at 3:07 PM tpo <tpo@ggnindia.dronacharya.info> wrote:

Good Afternoon Sir,

This is to kind inform you that all shortlisted students are available to attend the process from 4 PM onwards today.

Kind Regards

Renu Dua

----- Original message -----

From: Gaurav Singh <singh.gaurav@tftus.com>

Date: 05/11/2021 14:35 (GMT+05:30)


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

To: TPO <tpo@ggnindia.dronacharya.info>, principal@ggnindia.dronacharya.info

Cc: Tushar Sharma <sharma.tushar@tftus.com>, Recruiter <recruiter@tftus.com>, Reshu Bedia <bedia.reshu@tftus.com>

Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)

Dear Renu

Please confirm the availability of students from 4 PM onwards today.

Regards

On Fri, Nov 5, 2021 at 2:12 PM Tushar Sharma <sharma.tushar@tftus.com> wrote:

Gaurav,

Let's schedule 15 mins discussion (each) with the selected students today from 4 PM onwards.

Many Thanks!

Error! Filename not

specified.

Tushar Sharma | 
Sr. Manager HRBP (MBA | SHRM-CP)
| [Think Future Technologies Pvt. Ltd.](#)
| mobile: [+91-9811535246](tel:+91-9811535246)



Principal
Dronacharya College of Engg.
Pattukh Nagar - 122009

On Fri, Nov 5, 2021 at 1:53 PM Gaurav Singh <singh.gaurav@tftus.com> wrote:

Dear Team,

Please find here the list of students who have cleared the technical round interviews, I will be sharing the HR interview round schedule for them very shortly.

Adarsh Malik

Radhika

Ritvik Bhadola

Sejal Khanna

Sara Dhingra

The following students have their 2nd round technical interview pending. By Monday we will update the status.

SAKSHI KATARIA

Rishabh Jain

Please reach out to me for any update.

Warm Regards

Gaurav Singh

Associate Manager-HR

On Wed, Oct 27, 2021 at 9:34 AM TPO <tpo@ggnindia.dronacharya.info> wrote:

Dear Gaurav Sir,

Greetings!!

Thank you so much for the update.

We have also shared the schedule with our students.


Principal
Dronacharya College of Engg
Farukh Nagar - 123000

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Gaurav Singh [mailto:singh.gaurav@tftus.com]

Sent: Tuesday, October 26, 2021 7:19 PM

To: TPO; Recruiter

Cc: Reshu Bedia; principal@ggnindia.dronacharya.info; Tushar Sharma

Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)

Dear Renu

We have scheduled 1st round interviews for all the candidates from 27th Oct-29th Oct.

Warm regards

Gaurav Singh

Associate Manager-HR


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122506

On Mon, Oct 25, 2021 at 2:30 PM TPO <tpo@ggnindia.dronacharya.info> wrote:

Dear Reshu Ma'am,

Greetings!!

Noted with Thanks!!

Kind Regards,

Renu Dua

From: Reshu Bedia [mailto:bedia.reshu@tftus.com]

Sent: Monday, October 25, 2021 1:50 PM

To: tpo; Gaurav Singh

Cc: principal@ggnindia.dronacharya.info; Tushar Sharma

Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)

Hello Renu,

Lopping in Gaurav Singh from our team, he will coordinate with the interviews.

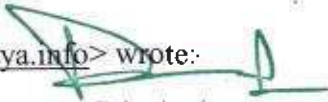
Thanks,



Reshu Bedia
(MBA HR & Marketing)
Human Resource Executive
Think Future Technologies Pvt Ltd
Mobile : +91 9832087909

On Wed, Oct 20, 2021 at 7:32 PM tpo <tpo@ggnindia.dronacharya.info> wrote:

Sure Ma'am,


Principal
Dronacharya College of Engg
Farukh Nagar - 122665

Noted with Thanks!!

Kind Regards

Renu Dua

----- Original message -----

From: Reshu Bedia <bedia.reshu@tftus.com>

Date: 20/10/2021 18:32 (GMT+05:30)

To: TPO <tpo@ggnindia.dronacharya.info>

Cc: principal@ggnindia.dronacharya.info, Tushar Sharma <sharma.tushar@tftus.com>

Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)

Renu,

We have analyzed the results again and would like to shortlist the following students as well for the further rounds.

13493	Akshay Kumar
21046	Himanshu
21696	Rishabh Jain
21095	Ritik Singhal
21135	Vaibhav
21390	Prateek Chauhan
21005	Adarsh Malik
13517	Manav Anand

In total, we are going ahead with 20 students.

Thanks,


Principal
Dronacharya College of Engg.
Faridkot Nagar - 122509

Error! Filename not specified.

Reshu Bedia Error! Filename not specified.
(MBA HR & Marketing)
Human Resource Executive
Tbink Future Technologies Pvt Ltd
Mobile : +91 9832087909

On Wed, Oct 20, 2021 at 4:31 PM TPO <tpo@ggnindia.dronacharya.info> wrote:

Dear Reshu Ma'am,

Greetings!!

Thank you so much for sharing the list of shortlisted students.

All the shortlisted students including Ritvik Bhadola and Sejal Khanna are available to attend the interview rounds from Thursday to Saturday i.e. 21st Oct to 23rd Oct, 2021.

Herewith attached database of Ritvik and Sejal for your kind reference.

Thanks & Regards

Remu Dua

Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>

Error! Filename not specified.


Principal
Dronacharya College of Engg
Farukh Nagar - 123506

From: Reshu Bedia [mailto:bedia.reshu@tftus.com]
Sent: Tuesday, October 19, 2021 8:45 PM
To: TPO
Cc: principal@ggnindia.dronacharya.info; Tushar Sharma
Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)

Renu,

Please find the list of students who have qualified for the next rounds :

Roll Number	Name
21072	Nikhil
21110	Sara Dhingra
13094	Sana Bisht
21108	Sakshi Kataria
21363	Ankit Jangir
21075	Nitin
21105	Sachin Malik
21686	Jatin
13522	Mohit
21084	Radhika


Two students, Ritvik Bhadola and Sejal Khanna have attempted the test and cleared it as well, their details aren't shared with us. Do share their details as well if they are interested in the position.

Please confirm the availability dates of students for conducting the interview process.

Thanks,

Error! Filename not specified.

Reshu Bedia
(MBA HR & Marketing)
Human Resource Executive


Principal
Dronacharya College of Engineering
Farukh Nagar - 123506

On Thu, Oct 14, 2021 at 4:04 PM TPO <tpo@ggnindia.dronacharya.info> wrote:

Noted with Thanks Ma'am!!

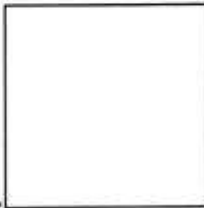
Kind Regards,

Renu Dua

Email truncated

Many Thanks!

Error! Filename not



specified.



Tushar Sharma |
Sr. Manager HRBP (MBA | SHRM-CP)
| Think Future Technologies Pvt. Ltd.
| mobile: [+91-9811535246](tel:+91-9811535246)


Principal
Dronacharya College of Engg.
Farukh Nagar - 125006

Admission Dronacharya Group of Institutions

From: Tushar Sharma <sharma.tushar@tftus.com>
Sent: Friday, November 5, 2021 7:13 PM
To: tpo
Cc: Gaurav Singh; principal@ggnindia.dronacharya.info; Recruiter; Reshu Bedia
Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)
Attachments: image002.jpg; ~WRD000.jpg; image001.jpg; image003.jpg; ~WRD000.jpg

Follow Up Flag: Follow up
Flag Status: Completed

Dear Renu,

Hope you had a great Diwali!

Happy to announce that we have selected all these students (name mentioned below), and will have them start from Monday. Reshu will coordinate further with you on this.

Adarsh Malik
Radhika
Ritvik Bhadola
Sejal Khanna
Sara Dhingra

Many Thanks!



Tushar Sharma | 
Sr. Manager HRBP (MBA | SHRM-CP)
| Think Future Technologies Pvt. Ltd.
| mobile: [+91-9811535246](tel:+91-9811535246)

On Fri, Nov 5, 2021 at 3:07 PM tpo <tpo@ggnindia.dronacharya.info> wrote:
Good Afternoon Sir,

This is to kind inform you that all shortlisted students are available to attend the process from 4 PM onwards today.

Kind Regards
Renu Dua

----- Original message -----

From: Gaurav Singh <singh.gaurav@tftus.com>

Date: 05/11/2021 14:35 (GMT+05:30)

To: TPO <tpo@ggnindia.dronacharya.info>, principal@ggnindia.dronacharya.info

Cc: Tushar Sharma <sharma.tushar@tftus.com>, Recruiter <recruiter@tftus.com>, Reshu Bedia <bedia.reshu@tftus.com>

Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)


Principal
Dronacharya College of Engg.
Farukh Nagar - 123600

Dear Renu

Please confirm the availability of students from 4 PM onwards today.

Regards

On Fri, Nov 5, 2021 at 2:12 PM Tushar Sharma <sharma.tushar@tftus.com> wrote:
Gaurav,

Let's schedule 15 mins discussion (each) with the selected students today from 4 PM onwards.

Many Thanks!



Tushar Sharma | 
Sr. Manager HRBP (MBA | SHRM-CP)
| [Think Future Technologies Pvt. Ltd.](https://www.thinkfuturetechnologies.com)
| mobile: [+91-9811535246](tel:+91-9811535246)

On Fri, Nov 5, 2021 at 1:53 PM Gaurav Singh <singh.gaurav@tftus.com> wrote:
Dear Team,

Please find here the list of students who have cleared the technical round interviews, I will be sharing the HR interview round schedule for them very shortly.

Adarsh Malik
Radhika
Rityvik Bhadola
Sejal Khanna
Sara Dhingra

The following students have their 2nd round technical interview pending. By Monday we will update the status.
SAKSHI KATARIA
Rishabh Jain

Please reach out to me for any update.

Warm Regards
Gaurav Singh
Associate Manager-HR

On Wed, Oct 27, 2021 at 9:34 AM TPO <tpo@ggnindia.dronacharya.info> wrote:

Dear Gaurav Sir,

Greetings!!

Thank you so much for the update.


Principal
Dronacharya College of Engg.
Ferozkh Nagar - 122002

We have also shared the schedule with our students.

Thanks & Regards

Renu Dua

Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



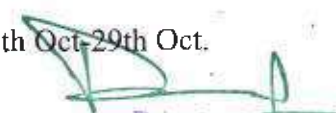
From: Gaurav Singh [mailto:singh.gaurav@tftus.com]
Sent: Tuesday, October 26, 2021 7:19 PM
To: TPO; Recruiter
Cc: Reshu Bedia; principal@ggnindia.dronacharya.info; Tushar Sharma
Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)

Dear Renu

We have scheduled 1st round interviews for all the candidates from 27th Oct-29th Oct.

Warm regards

Gaurav Singh


Principal
Dronacharya College of Engg.
Faridkot Nagar - 122506

Associate Manager-HR

On Mon, Oct 25, 2021 at 2:30 PM TPO <tpo@ggnindia.dronacharya.info> wrote:

Dear Reshu Ma'am,

Greetings!!

Noted with Thanks!!

Kind Regards,

Renu Dua

From: Reshu Bedia [mailto:bedia.reshu@tftus.com]
Sent: Monday, October 25, 2021 1:50 PM
To: tpo; Gaurav Singh
Cc: principal@ggnindia.dronacharya.info; Tushar Sharma
Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)

Hello Renu,

Lopping in Gaurav Singh from our team, he will coordinate with the interviews.

Thanks,



Reshu Bedia
(MBA HR & Marketing)
Human Resource Executive
Think Future Technologies Pvt Ltd
Mobile : +91 9832087909


Principal
Dronacharya College of Engg.
Farukh Nagar - 122459

On Wed, Oct 20, 2021 at 7:32 PM tpo <tpo@ggnindia.dronacharya.info> wrote:

Sure Ma'am,

Noted with Thanks!!

Kind Regards

Renu Dua

----- Original message -----

From: Reshu Bedia <bedia.reshu@tftus.com>

Date: 20/10/2021 18:32 (GMT+05:30)

To: TPO <tpo@ggnindia.dronacharya.info>

Cc: principal@ggnindia.dronacharya.info, Tushar Sharma <sharma.tushar@tftus.com>

Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)

Renu,

We have analyzed the results again and would like to shortlist the following students as well for the further rounds.

13493	Akshay Kumar
21046	Himanshu
21696	Rishabh Jain
21095	Ritik Singhal
21135	Vaibhav
21390	Prateek Chauhan
21005	Adarsh Malik
13517	Manav Anand

In total, we are going ahead with 20 students.

Thanks,


Principal
Dronacharya College of Engg.
Farukh Nagar - 122606



Reshu Bedia 
(MBA HR & Marketing)
Human Resource Executive
Think Future Technologies Pvt Ltd
Mobile : +91 9832087909

On Wed, Oct 20, 2021 at 4:31 PM TPO <tpo@ggnindia.dronacharya.info> wrote:

Dear Reshu Ma'am,

Greetings!!

Thank you so much for sharing the list of shortlisted students.

All the shortlisted students including Ritvik Bhadola and Sejal Khanna are available to attend the interview rounds from Thursday to Saturday i.e. 21st Oct to 23rd Oct, 2021.

Herewith attached database of Ritvik and Sejal for your kind reference.

Thanks & Regards

Renu Dua

Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>

Principal
Dronacharya College of Engg.
Feroke Nagar - 123506



From: Reshu Bedia [mailto:bedia.reshu@tftus.com]
Sent: Tuesday, October 19, 2021 8:45 PM
To: TPO
Cc: principal@ggnindia.dronacharya.info; Tushar Sharma
Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)

Renu,

Please find the list of students who have qualified for the next rounds :

Roll Number	Name
21072	Nikhil
21110	Sara Dhingra
13094	Sana Bisht
21108	Sakshi Kataria
21363	Ankit Jangir
21075	Nitin
21105	Sachin Malik
21686	Jatin
13522	Mohit
21084	Radhika

Two students, Ritvik Bhadola and Sejal Khanna have attempted the test and cleared it as well, their details aren't shared with us. Do share their details as well if they are interested in the position.

Farrukh Nagar - 122508

Please confirm the availability dates of students for conducting the interview process.

Thanks,



Reshu Bedia
(MBA HR & Marketing)
Human Resource Executive
Think Future Technologies Pvt Ltd
Mobile : +91 9832087909

On Thu, Oct 14, 2021 at 4:04 PM TPO <tpo@ggnindia.dronacharya.info> wrote:

Noted with Thanks Ma'am!!

Kind Regards,

Renu Dua

From: Reshu Bedia [mailto:bedia.reshu@tftus.com]
Sent: Thursday, October 14, 2021 3:32 PM
To: TPO
Cc: principal@ggnindia.dronacharya.info; Tushar Sharma
Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)

Dear Renu,

PFB the details of the test which all participating students have to undergo.

The link is active till 11 PM tomorrow, i.e. 15th October 2021

Campus Name	Test Link	Test Passkey	Link Active Start Time	Lin E
DCE	assessments.firstnaukri.com/TE/705686473	TEST@542	14th October 4:00 PM	Oct

Principal
Dronacharya College of Engg
Farukh Nagar - 123606

- Kindly take up the test within the time schedule.

- This test is supported in Google Chrome with version 80.0.3987 and above & in Mozilla Firefox version 75.0 and above
- This Test is not supported for Microsoft Edge and Internet Explorer
- The test has to be administered only in either Google Chrome or Mozilla Firefox. Moreover, the test is not compatible with mobile devices.
- Kindly block all the Firewalls and Popups(Extremely Important)
- Should not click Backspace on the keyboard while taking the test.
- Should not click back button on the browser while taking the test.
- This is the Proctored Test, Candidates should not move out of the Test window more than 5 Times.
- Should be having WebCam in their Laptop/Desktop
- Should click on the finish button at the end.
- Images will be captured while you take the test
- Screenshots will be taken while you take the test.

This test is completely proctored (Window). Any malpractices will directly lead to test submission and disqualification.

In case of any technical issues, please revert to this email with a screenshot of the error encountered.


Thanks,

Error! Filename not specified.

Reshu Bedia 
 (MBA HR & Marketing)
 Human Resource Executive
 Think Future Technologies Pvt Ltd
 Mobile : +91 9832087909

On Thu, Oct 14, 2021 at 6:34 AM TPO <tpo@ggnindia.dronacharya.info> wrote:

Dear Reshu Ma'am,


 Principal
 Dronacharya College of Engg
 Ferrukh Nagar - 123508

Greetings!!

Looking forward to online test details.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>

Error! Filename not specified.

From: TPO [<mailto:tpo@ggnindia.dronacharya.info>]

Sent: Thursday, October 7, 2021 11:44 AM

To: 'Reshu Bedia'

Cc: 'principal@ggnindia.dronacharya.info'; 'Tushar Sharma'

Subject: RE: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)

Noted with Thanks Ma'am!!

Kind Regards,

Renu Dua

From: Reshu Bedia [<mailto:bedia.reshu@tftus.com>]

Sent: Thursday, October 7, 2021 10:44 AM

To: TPO


Principal
Dronacharya College of Engg.
Farukh Nagar - 122506


Reshu Bedia
Farukh Nagar - 122506

Cc: principal@ggnindia.dronacharya.info; Tushar Sharma

Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)

Renu,

Thank you for sharing the list of nominated students with us.

The First process would be an evaluation test. We will soon share the dates and procedure to move ahead.

Thanks,

Error! Filename not specified.

Reshu Bedia Error! Filename not specified.
(MBA HR & Marketing)
Human Resource Executive
Think Future Technologies Pvt Ltd
Mobile : +91 9832087909

On Thu, Oct 7, 2021 at 4:30 AM TPO <tpo@ggnindia.dronacharya.info> wrote:

Dear Reshu Ma'am,

Greetings!!

Please find attached database of interested students for your kind reference.

Looking forward to further updates.

Thanks & Regards


Principal
Dronacharya College of Engg
Farukh Nagar - 123506

Renu Dua

Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>

Error! Filename not specified.

From: Reshu Bedia [mailto:bedia.reshu@tftus.com]
Sent: Monday, October 4, 2021 3:47 PM
To: tpo@ggnindia.dronacharya.info
Cc: principal@ggnindia.dronacharya.info; Tushar Sharma
Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)

Renu,

Please find the attached Job description along with the following terms and conditions:

Commitment Agreement: 2 years from the date of joining.

In case the employee violates the agreement, the employee shall be liable to compensate the company with a total of three months gross salary being drawn by the employee at the time of separation as means of compensation for the loss and expenses suffered by the employer in the training of the employee.

Selected candidates will be hired as Software Trainees.

Training Period - First 3 months


Probation Period - 3 months after successful completion of Training Period.

Compensation:

Training & Probation Period- Annual CTC: 2.16 LPA

After Successful completion of Training and Probation Period - Annual CTC: 4.02 LPA

Employment Rules: The organization needs to follow some rules to maintain professional behavior and responsibilities towards work quality and deliverables, these will be communicated to the selected candidates at the time of joining.


Principal
Dronacharya College of Engg.
Gurgaon - 122506

Amid the pandemic situation, we shall carry out the whole recruitment process online. More importantly, we would need college and students' cooperation throughout the whole process.

We can conduct the Placement Drive from 14th - 18th October. Please share the list of interested students along with their resumes as soon as possible.

During the selection process, we would not want students who are getting placed with other companies to appear for the interview rounds. In the end, it may turn out to be a challenge. Our belief is that the students who get selected till the last round will join us. Please keep us informed about the same for the shortlisted students.

Should you wish to enquire further, feel free to reach us.

Thanks,

Error! Filename not specified.

Reshu Bedia Error! Filename not specified.
(MBA HR & Marketing)
Human Resource Executive
Think Future Technologies Pvt Ltd
Mobile : +91 9832087909

On Fri, Oct 1, 2021 at 5:30 AM <tpo@ggnindia.dronacharya.info> wrote:

Dear Reshu Ma'am,

Greetings!!

Thank you so much for considering our campus once again.

As required, please find below details:

- Number of unplaced students in B.tech(CSE), B.tech(I.T), B.Tech(E.C), B.Tech (E.E):
150 Students

M.tech (CSE), M.Tech(I.T): **10 Students**


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

- Available slots to conduct Campus Drive: **14th October to 18th October, 22nd October to 24th October**

Looking forward to job description.

Thanks & Regards

Renu Dua

Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>

Error! Filename not specified.

From: Reshu Bedia [mailto:bedia.reshu@tftus.com]

Sent: Wednesday, September 29, 2021 1:57 PM

To: tpo@ggnindia.dronacharya.info

Cc: principal@ggnindia.dronacharya.info

Subject: Re: Campus Invitation - 2022 Batch (Dronacharya College of Engineering, Gurugram)

Dear Renu

Greetings for the day!

Over the past several years, **Think Future Technologies** has had the privilege of hiring many of your graduates. We wish to participate in the Campus Recruitment drive of **Dronacharya College of Engineering** and are looking for smart, analytical, energetic individuals with proficient communication and professional skills. We at TFT are always in the pursuit of great talent for the company in all domains.

Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

Please note, we'll evaluate candidates for the following job categories:

1. Software Development
2. SDET (Software Development Engineer in Test)
3. Manual Testing

Would request you to please share the following details with us:

- Number of unplaced students in B.tech(CSE), B.tech(I.T), B.Tech (E.C), B.Tech (E.E), M.tech (CSE), M.Tech(I.T) and MCA.
- Available slots to conduct Campus Drive

Compensation:

CTC INR.2.16 LPA during Training & Probation period (3 months each)
CTC INR.4.02 LPA post-Employment Confirmation

2 years bond with the company

Should you wish to enquire further, feel free to reach us.

We wait for your cooperation and response

Thanks,

Error! Filename not specified.

Reshu Bedia Error! Filename not specified.
(MBA HR & Marketing)
Human Resource Executive
Think Future Technologies Pvt Ltd
Mobile : +91 9832087909

On Sat, Jul 17, 2021 at 1:13 PM <tpo@ggnindia.dronacharya.info> wrote:

Dear Abhilash Sir,

Greetings!!

It is indeed with great pleasure **Dronacharya College of Engineering, Gurugram** cordially invite your esteemed organization to participate in our Campus Recruitment Drive for 2022 Batch.

Principal
Dronacharya College of Engg.
Farukh Nagar - 122506

"Shiksha evam Sahayata" i.e. Education and Help are the two words etched on our banner soaring higher year after year. Our goal is to continuously improve the healthy learning environment and

facilities being provided to the students to achieve academic excellence for employability as world class Technocrats and Managers.

Dronacharya College of Engineering, Gurugram is one of the leading technical institutes in the State of Haryana. Our College offers **08 disciplines in Bachelor Program (B.Tech)** (Computer Science & Engineering, Electronics & Communication Engineering, Information Technology, Computer Science & Information Technology, Mechanical Engineering, Civil Engineering, Electronics and Computer Engineering and Electrical & Electronics Engineering) and **04 disciplines in Master Program (M.Tech)** (Computer Science & Engineering, Electronics & Communication Engineering, Information Technology and Mechanical Engineering)

Our College has the proud privilege of following accreditations, affiliations and certifications:

- (a) Accreditations by National Board of Accreditation (NBA)
- (b) Accredited by National Assessment and Accreditation Council (NAAC)
- (c) Approved by All India Council of Technical Education.
- (d) Permanently Affiliated to Maharshi Dayanand University, Rohtak.
- (e) An ISO 9001:2008 Certified Institution.
- (f) An ISO 14001:2004 Environmental Management System certified Institution.

DCE has more than 15 active student's chapter for imparting and enhancing practical knowledge of students towards engineering. We have Memorandum of Understanding with different renowned industries and institutes throughout the world. We also give exposure of our students to QEEE & NPTEL courses for better understanding of their domain. We also have an Industry-Academia association cell determined to bridge the gap between Industry & academia, to foster effective interaction between them, to impart significant learning and to promote industrial consultancy & entrepreneurship.

The alumni of our college have placed at very good positions in industry. Many reputed companies visit our college for campus recruitment annually. Our students have been placed in reputed companies like *Capgemini, Wipro, TCS, BYJU's (Think and Learn Pvt. Ltd.), Microsoft, AZCOM, Nagarro, Unthinkable Solutions (Daffodil), Zscaler, Samsung, OYO, Kellton Tech, OneBanc, Cargo Flash, OPPO Mobiles India Private Limited, HCL, MU-Sigma, Huawei Telecommunication, Infosys, IBM, Accenture, Sasken Communication, Tech Mahindra, L & T Infotech, Silver Arrow (Mercedes Benz), Frontier Management System, Kaiser Appliances, SOGEFI MNR Engine Systems India, Sutherland, 3Dexter, Minda Corporation Ltd., Sandhar Technologies, Telmar, Capital IQ, Monnet Group, Cognizant, Syntel, Maruti Suzuki India Ltd., Minda Nabtesco Automotive Pvt. Ltd., Minda Silca Engineering Pvt. Ltd., Nippon Seiki Instruments India (P) Ltd., Mahindra Trucks & Buses Ltd., Nicco Engineering Services Limited, Roop Automotives Ltd., Vertex Group, Tractel Tirfor India, Cube Construction Engineering Limited (CCEL), Phisem Consultancy Services Private Limited, Somic ZF Components Private Limited, Smart Parts Online Private Limited (Boodmo), Gandhi Spring Pvt. Ltd., IRC Engineering Services India Private Limited, Padmini VNA Mechatronics Pvt. Ltd., Jinkoh Polymers LLP, JPM Automobiles Ltd.,* Most prestigious government organizations as the *Indian Army, Indian Air Force, Indian Navy* have made us proud by employing our product of proven merit.

Dronacharya College of Engg.
Farukh Nagar - 122808

We shall be proud to host you, and can provide with excellent infrastructural facilities to conduct joint campus placements as well. With due reverence, we hereby cordially invite you to hold a

Campus Placement on the date and time mutually acceptable. In case there are any formalities to be complied with, it will be our pleasure to do the same.

Please acknowledge this mail on receipt and connect to the undersigned to take this proposal further.

We are looking forward to a mutually beneficial and long lasting relationship with your esteemed organization.

Thanks & Regards

Renu Dua

**Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506**

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurg>

Email truncated


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122506

Admission Dronacharya Group of Institutions

From: SAHIL SANDHU <sahil.21107@ggnindia.dronacharya.info>
Sent: Monday, March 28, 2022 4:14 PM
To: tpo@ggnindia.dronacharya.info
Subject: Requesting the NOC from the college
Attachments: WhatsApp Image 2022-03-28 at 1.36.00 PM.jpeg

Regards of the Day,

I am writing this email in respect to request you a Non - Objection Certificate from college to join the Think Future Technology as Software Engineer Trainee. This NOC is important to join the company. Please issue it as soon as possible.

I am attaching the proof of selection mail along with this email.

Thanking You
Sahil Sandhu


Dronacharya College of Engineering
Farrukh Nagar - 123600


Dronacharya College of Engineering
Farrukh Nagar - 123600

Admission Dronacharya Group of Institutions

From: Richy Chhabra <richychhabra26@gmail.com>
Sent: Friday, October 29, 2021 4:51 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: TISPL Offer of Employment | Richy Chhabra | Trainee- Cybersecurity
Attachments: Outlook-hyibjrt.png; Offer Letter - Richy Chhabra.pdf

Follow Up Flag: Follow up
Flag Status: Completed

----- Forwarded message -----

From: TISPL HR <hr@tispl.net>
Date: Fri, Oct 29, 2021 at 3:58 PM
Subject: TISPL Offer of Employment | Richy Chhabra | Trainee- Cybersecurity
To: richychhabra26@gmail.com <richychhabra26@gmail.com>
Cc: Rohit Anand <rohit@tispl.net>, Rajesh Tiwari <rajesh@tispl.net>, Mritunjay Kumar <mks@tispl.net>

Dear Mr. Chhabra,

Congratulations on your offer from TISPL!

We are delighted to offer you the position of **Trainee – Cybersecurity** at **TISPL(TANISI IT Services Pvt Ltd)** with an anticipated start date of **1st November 2021**.

We look forward to your contribution to the business growth of **TISPL** and are confident to adding value to your career in reciprocation to your dedication towards **TISPL**.

Please find your detailed offer letter attached in the email. Please confirm your acceptance by giving receiving of this letter over the email by sharing the signed and scanned copy of this letter latest by 1st November 2021 .

You may collect the hard copy of the letter from Office on your joining date or before as per your convenience.

In the meantime, please don't hesitate to reach out to us, either through email or by calling us directly at +91 9718475550 , if you have any questions or concerns.

We are looking forward to hearing from you and hope you'll join our team!

Regards,

HR Team

TISPL

Email: hr@tispl.net

Website: www.tispl.net

Awfis, 3rd Floor, Tower B, Unitech
CyberPark, Sector 39, Gurugram-
122003




Principal
Dronacharya College of Engg
Farukh Nagar - 123506

Email Disclaimer: The information contained in this message is intended for the recipient(s) only and may contain sensitive information. If you are not the addressee, please delete this message and notify the sender; you should not copy or distribute this message or disclose its contents to anyone. Any views or opinions expressed in this message are those of the individual(s) and not necessarily of the organization. No guarantee is implied that this message or any attachment is virus free or has not been intercepted and amended. No employee of TISPL has the authority to conclude any binding contract without an explicit

October 29, 2021

Subject: Letter of Offer for Trainee – Cybersecurity

Dear Mr. Sharma,

On behalf of TISPL, we are pleased to inform you that you have been selected as a "Trainee" with our organization. The purpose of this letter is to outline the terms of the training, subject to Company policies and other agreements.

Position: Trainee (Cybersecurity Intern)

Date of Joining: 1st November 2021

Remuneration : INR 158568 (One lakh Fifty Eight Thousand Five Hundred Sixty Eight Only)

Terms & Conditions:

The training will be for a period of 6 months. However, the company reserves the right to terminate this internship unilaterally before or on the completion of 6 months by giving a 15 days' notice. The termination could be for issues relating to performance, discipline, work ethics, learning curve, business delivery, supervisor feedback or any other pertinent issue. The discretion of the management in this regard will be final.

The first review shall be after 3 months of joining, in form of an interview and assessment. This is based on performance in first 3 months management decision. In case of unsatisfactory performance at the end of the 3-month, the management reserves the right to extend the training program for a period of 3 months or terminate the services of the trainee by giving a 15 days' notice. Any disciplinary issues shall result in immediate termination. The company will hold no obligations in this regard. In case of any extension of the training program, the candidate will be put on a Performance Improvement Plan (PIP) based on the feedback of his/her supervisor.

On successful completion of the program, based on an assessment, interview & management approval, the trainee will be confirmed as a full-time employee of the company with applicable salary & benefits like health insurance.

The program does not guarantee successful placement as an employee with TISPL at the end of the program.


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

We look forward to your acceptance of this position and to welcome you on board. Please confirm your acceptance by submitting a scanned signed accepted copy of this letter to me within 3 days. The offer will be considered to withdrawn if we do not receive your acceptance within this time.

Thanking You,

Sincerely,
For **TANISI IT Services Pvt Ltd.**

Rohit Anand

Director
Authorised Signatory

Date: _____

Name: _____

Signature: _____

Place: _____


Principal
Dronacharya College of Education
Farukh Nagar - 123506

Annexure-CTC Breakup

TANISI IT Services Pvt. Ltd.			
Name	Richy Chhabra	Team	Cyber Security
Designation	Trainee	Annual Earning	158568
Annual (INR)			
EMOLUMENTS	Amounts	EMOLUMENTS	AMOUNT (Rs.)
Basic Salary (BS)	137580	Basic Salary (BS)	11465
Gross Pay	137580	Gross Pay	11465
Deductions			
PF	16512	PF	1376
ESIC	1032	ESIC	86
Total Deductions	17544	Total Deductions	1462
Statutory			
PF	16512	PF	1376
ESIC	4476	ESIC	373
Total Statutory Deductions	20988	Total Statutory Deductions	1749
Net Pay	120036	Net Pay	10003
Yearly CTC	158568	Monthly CTC	13214

Please Note:

- All payments are subject to taxes wherever applicable and binding with TANISI IT Services Pvt Ltd rules and regulations.
- Any Tax liability arising out of compensation will be borne solely by the employee.
- CTC Structure is liable for modification from time to time and regulated by the rules and policies of the company.
- You need to submit the savings & tax exempted components detail to exact calculation of TDS deduction, if TDS applicable.

Principal
Dronacharya College of Engg
Farrukh Nagar - 123506



PRIVATE & CONFIDENTIAL

Bhupender Sharma
RZ - 104 B, Maksoodabad Colony,
Gali No. 2, Najafgarh,
South West Delhi, Delhi - 110043

September 16, 2022

OFFER & APPOINTMENT LETTER

Dear Bhupender,

This has reference to your application and subsequent discussions you had with us at TO THE NEW Private Limited, we are pleased to offer you the position of DevOps Engineer in the Company on the following terms and conditions:

1. Date of Commencement

Your date of commencement of employment in our Company shall be the date of your joining the duties and you have to report for joining the Company not later than September 19, 2022 else this offer stands automatically cancelled.

2. Location / Transferability

Your services are presently placed at our Noida Office and your services may be transferred to any other department, subsidiary, associate company, or joint venture at any other location on the same terms & conditions subject to our business requirements.

You may be required to report to any other Officer of the Company depending on the nature of the assignment/task given to you.

As the Company or its associated companies are involved in a regional business and may have interests and business dealings in other Indian regions or overseas, in the performance of your duties of employment with the Company or its associated companies, you shall be required from time to time to travel and render your services throughout the world at any given time by the Company.

3. Remuneration/Salary

You will be paid the total remuneration of INR 6,00,000 p.a. A projected salary break up is enclosed in Annexure A.

You will be entitled to other benefits, in accordance with the policy of the Company in force from time to time.

4. Probationary Period

You will be on probation for a period of Six months from the date of joining the Company. On satisfactory completion of this period, your services shall be confirmed. In case your performance during the probation period is found unsatisfactory, the probation period may be extended by a further period and/or your services may be terminated by giving 30 days notice, similarly, you may terminate the services during the probation period by serving 30 days notice.

Uronacharya College of Engg.
Farukh Nagar - 123456

www.tothenew.com

TO THE NEW PRIVATE LIMITED, (Formerly Intelligrape Software Private Limited) (Formerly Tangerine Digital Entertainment Private Limited)
Business Office: 2nd Floor, NSI Techzone IT SEZ, Noida-Greater Noida Expy, Sector 144, Noida, Uttar Pradesh - 201306
Registered Office: Regus Elegance, 2F Elegance, Jasola District Centre, Old Mathura Road, New Delhi - 110025
CIN Number: U72900DL2006PTC35208 | Tel: +91-120-4601800 | Email: info@tothenew.com

**5. Background Checks / Disclosure of Information**

The Company may, at any time, (or as part of the joining formalities) conduct reference / background checks (including but not limited to the previous employers, education qualifications etc). In the event the statements / particulars furnished by you is found to be false or misleading or any information was suppressed, or if the Company, during the course of the check receives any adverse report against you that may be detrimental to the interests of the Company, then, the Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein. The Company retains all its rights to initiate action against you before appropriate forums of law and as they deem fit. In the event there are any pending / closed legal cases against you in your professional capacity in the courts of law, you shall disclose the same to the undersigned immediately.

6. Services

You will be responsible to discharge all the services as were assigned to you from time to time and you have to discharge duties in a diligent, trustworthy, businesslike and efficient manner. You will abide by the rules and regulations those that are applicable from time to time by the Company. If required, the Company will provide required training to you in updating your relevant knowledge for discharge of your duties efficiently & effectively, which will be as per the needs of business of the Company from time to time.

7. Annual Review

At the discretion of the Company, your services and total compensation may be reviewed by the Company from time to time or annually as per the policy of the Company subject to your effective and satisfactory performance of service. In the event your performance is not up to the mark or falls short of the minimum standards set by the Company, then, the Company shall have the right to terminate you as per Clause 15 of this offer letter.

8. Expenses

The Company will reimburse authorized reasonable expenses you may incur on Company business during the course of employment. Claims for expenses will be subject to the Company's Policy from time to time and approval from the concerned Authority in writing. The claim should be accompanied by reasonable proof of the expenditure. No employee is entitled to authorize his or her own expenses.

9. Personal Information

The personal information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company and the Company's human resources generally. The Company may give out some of this information to other parties authorized by law to receive it. You have the right to access and correct personal data the Company has which relates to you. Any request for personal data access and/or correction should be addressed to the Human Resources Department.

10. Hours of Work

Your working days and shift timings will be indicated to you as per current operations of the Company. It will be necessary to work any time, including in shifts, at the sole discretion of the management, and if it so requires on all the days including Saturdays, Sundays and Holidays.



Dronacharya College of Engg,
Farukh Nagar - 123608

**11. Leave**

All Employees are entitled to leaves as per HR policy in effect. Leaves will be credited on a pro-rata basis from the date of your joining.

If you are absent from duty without any prior intimation to your immediate Supervisor/Reporting Authority, it will be considered as an act of indiscipline and will be dealt as per the disciplinary policy.

This would also attract Loss of Pay. You are required to follow the Company Leave Rules effective from time to time, which will be communicated to you.

Absence for a continuous period of 7 days including absence when leave though applied for but not granted and when over-stayed for a period of 7 days would make you lose your lien on the service and the same shall automatically come to an end without any notice or even intimation. In such an eventuality, the Management will draw an irresistible presumption that by remaining absent continuously and unauthorizedly, you have abandoned your job.

12. Intellectual Property

You acknowledge that all materials you create in the course of your employment (regardless of the form they take) will belong to the Company so that the Company is considered their author or producer. If, for any reason, you are considered the author or producer of these materials, you hereby assign to the Company all right, title and interest you may have in them.

Without prejudice to this provision, you confirm that you have declared to the Company all of your business interests existing at the date on which your employment commences, whether or not they are similar to or in conflict with the business of the Group Companies (including the Company). If these interests change during the term of your employment, you will promptly notify the Company.

13. Confidentiality

You agree that the terms and conditions applying to your employment are strictly confidential. Any disclosure of these terms and conditions to third parties (including other employees of the Company or any other entity within the Group companies) constitutes a breach of your employment.

You also acknowledge that the information you acquire about the Company and any of the Group Companies in the course of your employment by the Company is highly confidential. You agree during the term of your employment hereunder and thereafter not to use such information for any purpose other than for the sole benefit of the Group Companies (including the Company) and you agree not to disclose any such information to any third party without the prior consent of the Company.

The terms and conditions of this letter along with the remuneration shall at all times be kept confidential.

14. Security

You agree that you will (i) adhere to security practices as per the security policy of the organization applying to your employment; (ii) avoid usage of prohibited devices in the office premises.

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TO THE NEW PRIVATE LIMITED, (Formerly Intelligrape Software Private Limited) (Formerly Tangerine Digital Entertainment Private Limited)

Business Office: 2nd Floor, NSL Techzone IT SEZ, Noida-Greater Noida Expy, Sector 144, Noida, Uttar Pradesh - 201306

Registered Office: Regus Elegance, 2F Elegance, Jasola District Centre, Old Mathura Road, New Delhi - 110025

CIN Number: U72900DL2006PTC35208 | **Tel:** +91-120-4601800 | **Email:** info@tothenew.com

Principal
Dronacharya College of Engg.
Farukh Nagar - 123508



You are authorized to use email ID provided to you by the organization only for internal communication and /or for communication with clients and / or customers we are dealing with on a regular basis.

You recognize and agree that you have no expectation of privacy with respect to Company's telecommunications, networking or information processing systems (including, without limitation, stored computer files, email messages and voice messages) and that your activity and any files or messages on or using any of those systems may be monitored at any time by the Company without any notice to you. You also agree that such measures are fair and reasonable and are not an infringement of your privacy.

Any disclosure of information to third parties except on a "need to know" basis (including other employees of the Company or any other entity within the Group companies) constitutes a breach of your employment and the Company shall take any appropriate action as it deems fit.

15. Notice of Termination

Either party may terminate Service by giving Sixty [60] days' notice or basic salary in lieu thereof, subject to the Company accepting basic salary in lieu of notice. However, in the event of you committing any criminal offense or indulging in activities which amount to moral turpitude or acting against the interest of the Company, you shall be liable to be dismissed forthright after getting an opportunity of being heard, without any further notice.

Further, the Company may terminate this contract, without prior notice or payment in lieu of notice for serious misconduct in accordance with relevant laws or any material breach of this contract including, in particular, any breach of paragraph 13, 14 and 18 of this contract.

Upon termination of your employment for any reason, the Company will be entitled to deduct any amounts you owe to the Company or any of the Group Companies from amounts owed to you.

No salary or incentives shall be payable after the effective date of termination. No bonus will be payable if an employee is serving notice at the time of declaration of disbursement of bonus amount. Upon termination of this contract for whatever reason, you shall return all the Company and client information and data (including copies thereof) in your possession and also hand over all the official assets and property in your custody.

16. Engagement in other Business and Non-Compete

You acknowledge, agree and undertake to devote your whole working time and attention to the service of the Company during the term of your employment with it.

During the term of your employment, you shall not (without the Company's prior written consent) directly or indirectly own, manage, control, participate in, consult with, render services to or engage in the business of any other entity or organization whether as an employee, officer, director, agent, partner, consultant or otherwise.

During the course of your employment and for twelve months thereafter, you shall not, directly or indirectly, solicit or transact or engage in or be employed in any business in competition with the business of the Company including but not limited to directly or indirectly soliciting or transacting from or with any of the Company's customers, clients, vendors, agents, suppliers or

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Farrukh Nagar - 123508



advisers. You agree that this is necessary to protect the interests of the Company and does not impede or restrict your freedom to trade.

17. Transportation

You will be responsible for making your own transportation arrangements to and from work. However, the Company on its own discretion may provide transport service as an additional benefit which the company can discontinue at any time without any prior notice.

In case of any mishap while availing the transport service, you or anyone else on your behalf including but not limited to your family, relatives and friends will not hold the Company, its directors, other employees or business associates responsible. The Company has no liability whatsoever in this regard.

18. Employment Guidelines

This offer & appointment letter incorporates the Company's Employment Guidelines and the Company reserves the right to amend or introduce fresh Employment Guidelines from time to time. By signing this offer & appointment letter, you agree that you will regularly visit the intranet of the Company and apprise yourself of the existing policies and procedures which will be binding upon you.

19. Precedence

In the event of any inconsistency between this offer & appointment letter and HR Policy, the terms and conditions of the HR Policy shall prevail.

20. Age of Retirement

In the normal course of employment you will be retired from the services of the Company on attaining the age of 58 years. The proof of age shall be the one recorded in the school leaving certificate or birth certificate, as submitted and noted in the Company's records.

21. Relocation Benefit

A new hire residing in cities other than their designated place of work, are eligible for relocation benefit as per the prevailing policy. The relocation benefit can be availed only with prior approval and there's a lock-in period of 1 year, i.e., any new hire leaving TTN before completion of 1 year of continuous service, calculated from the date of joining, will have to repay the relocation expenses claimed by him/her.

22. Miscellaneous

Any claim against the Company shall be brought within six (6) months of your date of relieving from the Company.

You shall not pledge/use the Company's name for personal purposes unless otherwise authorized by the Company.

The Company shall not be responsible and liable for any actions committed or executed by you in your personal capacity within or outside the office during the course of your employment with the Company. All liabilities arising out of such actions shall be your sole responsibility.


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

**TO
THE
NEW**



You shall not give or receive any gift /cash equivalent of the same unless otherwise authorized by the Company.

This offer & appointment letter constitutes the written terms and conditions governing your employment with the Company. Please, therefore, signify your acceptance of terms contained herein by duly signing and returning, the enclosed duplicate copy to the Company on the same day.

Please bring the documents as mentioned in Annexure B on the date of joining.

We wish you the best of luck and invite you to our exciting team of employees in the Organization.

For TO THE NEW Private Limited,

Charu Balani
Assistant Vice President - Human Resources

I hereby voluntarily accept the above offer of employment along with the total terms & conditions.

Signature: _____

Name: _____

Date: _____


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

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ANNEXURE A

Bhupender Sharma - DevOps Engineer		
	Components	Amount (in INR per annum)
A	Basic Salary	2,53,200
B	Special Allowance (Fixed CTC (E) - (Basic Salary (A) + Flexible Benefits Plan (C) + PF - Employer contribution (D))	83,616
C	Flexible Benefits¹	2,32,800
D	Provident Fund - Employer Contribution	30,384
E	Fixed CTC	6,00,000
Other Benefits: <ul style="list-style-type: none"> • Gratuity - As per gratuity Act. • Group Medical Insurance Coverage - Employee, Spouse and two dependent children. • Group Personal Accident Insurance Coverage - Employee only. 		
¹ As per company policy. Any unallocated and unclaimed FBP balance will be considered as a part of Special Allowance and taxed accordingly.		


Principal
Dr. Bhanu Prasad
Department of Engg.
Barrukh Nagar - 123808



ANNEXURE B

List of documents you need to carry in Original for verification and to process your joining formalities.

- Academic & Professional Certificates - 10th, 12th, Graduation, PG/Masters
- Proof of Last Employment - Latest three month's Salary Slip, Offer & Appointment Letter, Relieving Letter, Last increment Letter (if any)
- Proof of Identity and Date of Birth - PAN & Aadhar Card
- Proof of Address (permanent and current) - Aadhar Card/Voter ID/ Driving License/ Electricity Bill/ Telephone Bill/ Bank Statement
- PF Account Opening - Cancelled Cheque of any Bank Account (which has your full name mentioned) or Self-attested Bank statement

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CIN Number: U72900DL2006PTC35208 | **Tel:** +91-120-4601800 | **Email:** info@tothenew.com

A handwritten signature in green ink, appearing to be 'D. D.' or similar, written over a faint blue stamp.

Principal
Dr. Neelam Chandra Singh
Pantnagar - 123508

Engg.



PRIVATE & CONFIDENTIAL

Prateek Chauhan
555/13, Nahru Lane,
Near Lady Fatma School,
Gurgaon, Haryana - 122001

September 13, 2022

OFFER & APPOINTMENT LETTER

Dear Prateek,

This has reference to your application and subsequent discussions you had with us at **TO THE NEW Private Limited**, we are pleased to offer you the position of **DevOps Engineer** in the Company on the following terms and conditions:

1. Date of Commencement

Your date of commencement of employment in our Company shall be the date of your joining the duties and you have to report for joining the Company not later than **September 19, 2022** else this offer stands automatically cancelled.

2. Location / Transferability

Your services are presently placed at our Noida Office and your services may be transferred to any other department, subsidiary, associate company, or joint venture at any other location on the same terms & conditions subject to our business requirements.

You may be required to report to any other Officer of the Company depending on the nature of the assignment/task given to you.

As the Company or its associated companies are involved in a regional business and may have interests and business dealings in other Indian regions or overseas, in the performance of your duties of employment with the Company or its associated companies, you shall be required from time to time to travel and render your services throughout the world at any given time by the Company.

3. Remuneration/Salary

You will be paid the total remuneration of **INR 6,00,000 p.a.** A projected salary break up is enclosed in Annexure A.

You will be entitled to other benefits, in accordance with the policy of the Company in force from time to time.

4. Probationary Period

You will be on probation for a period of Six months from the date of joining the Company. On satisfactory completion of this period, your services shall be confirmed. In case your performance during the probation period is found unsatisfactory, the probation period may be extended by a further period and/or your services may be terminated by giving 30 days' notice, similarly, you may terminate the services during the probation period by serving 30 days' notice.

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5. Background Checks / Disclosure of Information

The Company may, at any time, (or as part of the joining formalities) conduct reference / background checks (including but not limited to the previous employers, education qualifications etc). In the event the statements / particulars furnished by you is found to be false or misleading or any information was suppressed, or if the Company, during the course of the check receives any adverse report against you that may be detrimental to the interests of the Company, then, the Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein. The Company retains all its rights to initiate action against you before appropriate forums of law and as they deem fit. In the event there are any pending / closed legal cases against you in your professional capacity in the courts of law, you shall disclose the same to the undersigned immediately.

6. Services

You will be responsible to discharge all the services as were assigned to you from time to time and you have to discharge duties in a diligent, trustworthy, businesslike and efficient manner. You will abide by the rules and regulations those that are applicable from time to time by the Company. If required, the Company will provide required training to you in updating your relevant knowledge for discharge of your duties efficiently & effectively, which will be as per the needs of business of the Company from time to time.

7. Annual Review

At the discretion of the Company, your services and total compensation may be reviewed by the Company from time to time or annually as per the policy of the Company subject to your effective and satisfactory performance of service. In the event your performance is not up to the mark or falls short of the minimum standards set by the Company, then, the Company shall have the right to terminate you as per Clause 15 of this offer letter.

8. Expenses

The Company will reimburse authorized reasonable expenses you may incur on Company business during the course of employment. Claims for expenses will be subject to the Company's Policy from time to time and approval from the concerned Authority in writing. The claim should be accompanied by reasonable proof of the expenditure. No employee is entitled to authorize his or her own expenses.

9. Personal Information

The personal information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company and the Company's human resources generally. The Company may give out some of this information to other parties authorized by law to receive it. You have the right to access and correct personal data the Company has which relates to you. Any request for personal data access and/or correction should be addressed to the Human Resources Department.

10. Hours of Work

Your working days and shift timings will be indicated to you as per current operations of the Company. It will be necessary to work any time, including in shifts, at the sole discretion of the management, and if it so requires on all the days including Saturdays, Sundays and Holidays.

Principal
Farukh Nagar - 120608



11. Leave

All Employees are entitled to leaves as per HR policy in effect. Leaves will be credited on a pro-rata basis from the date of your joining.

If you are absent from duty without any prior intimation to your immediate Supervisor/Reporting Authority, it will be considered as an act of indiscipline and will be dealt as per the disciplinary policy.

This would also attract Loss of Pay. You are required to follow the Company Leave Rules effective from time to time, which will be communicated to you.

Absence for a continuous period of 7 days including absence when leave though applied for but not granted and when over-stayed for a period of 7 days would make you lose your lien on the service and the same shall automatically come to an end without any notice or even intimation. In such an eventuality, the Management will draw an irresistible presumption that by remaining absent continuously and unauthorizedly, you have abandoned your job.

12. Intellectual Property

You acknowledge that all materials you create in the course of your employment (regardless of the form they take) will belong to the Company so that the Company is considered their author or producer. If, for any reason, you are considered the author or producer of these materials, you hereby assign to the Company all right, title and interest you may have in them.

Without prejudice to this provision, you confirm that you have declared to the Company all of your business interests existing at the date on which your employment commences, whether or not they are similar to or in conflict with the business of the Group Companies (including the Company). If these interests change during the term of your employment, you will promptly notify the Company.

13. Confidentiality

You agree that the terms and conditions applying to your employment are strictly confidential. Any disclosure of these terms and conditions to third parties (including other employees of the Company or any other entity within the Group companies) constitutes a breach of your employment.

You also acknowledge that the information you acquire about the Company and any of the Group Companies in the course of your employment by the Company is highly confidential. You agree during the term of your employment hereunder and thereafter not to use such information for any purpose other than for the sole benefit of the Group Companies (including the Company) and you agree not to disclose any such information to any third party without the prior consent of the Company.

The terms and conditions of this letter along with the remuneration shall at all times be kept confidential.

14. Security

You agree that you will (i) adhere to security practices as per the security policy of the organization applying to your employment; (ii) avoid usage of prohibited devices in the office premises.



You are authorized to use email ID provided to you by the organization only for internal communication and /or for communication with clients and / or customers we are dealing with on a regular basis.

You recognize and agree that you have no expectation of privacy with respect to Company's telecommunications, networking or information processing systems (including, without limitation, stored computer files, email messages and voice messages) and that your activity and any files or messages on or using any of those systems may be monitored at any time by the Company without any notice to you. You also agree that such measures are fair and reasonable and are not an infringement of your privacy.

Any disclosure of information to third parties except on a "need to know" basis (including other employees of the Company or any other entity within the Group companies) constitutes a breach of your employment and the Company shall take any appropriate action as it deems fit.

15. Notice of Termination

Either party may terminate Service by giving Sixty [60] days' notice or basic salary in lieu thereof, subject to the Company accepting basic salary in lieu of notice. However, in the event of you committing any criminal offense or indulging in activities which amount to moral turpitude or acting against the interest of the Company, you shall be liable to be dismissed forthright after getting an opportunity of being heard, without any further notice.

Further, the Company may terminate this contract, without prior notice or payment in lieu of notice for serious misconduct in accordance with relevant laws or any material breach of this contract including, in particular, any breach of paragraph 13, 14 and 18 of this contract.

Upon termination of your employment for any reason, the Company will be entitled to deduct any amounts you owe to the Company or any of the Group Companies from amounts owed to you.

No salary or incentives shall be payable after the effective date of termination. No bonus will be payable if an employee is serving notice at the time of declaration of disbursement of bonus amount. Upon termination of this contract for whatever reason, you shall return all the Company and client information and data (including copies thereof) in your possession and also hand over all the official assets and property in your custody.

16. Engagement in other Business and Non-Compete

You acknowledge, agree and undertake to devote your whole working time and attention to the service of the Company during the term of your employment with it.

During the term of your employment, you shall not (without the Company's prior written consent) directly or indirectly own, manage, control, participate in, consult with, render services to or engage in the business of any other entity or organization whether as an employee, officer, director, agent, partner, consultant or otherwise.

During the course of your employment and for twelve months thereafter, you shall not, directly or indirectly, solicit or transact or engage in or be employed in any business in competition with the business of the Company including but not limited to directly or indirectly soliciting or transacting from or with any of the Company's customers, clients, vendors, agents, suppliers or

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advisers. You agree that this is necessary to protect the interests of the Company and does not impede or restrict your freedom to trade.

17. Transportation

You will be responsible for making your own transportation arrangements to and from work. However, the Company on its own discretion may provide transport service as an additional benefit which the company can discontinue at any time without any prior notice.

In case of any mishap while availing the transport service, you or anyone else on your behalf including but not limited to your family, relatives and friends will not hold the Company, its directors, other employees or business associates responsible. The Company has no liability whatsoever in this regard.

18. Employment Guidelines

This offer & appointment letter incorporates the Company's Employment Guidelines and the Company reserves the right to amend or introduce fresh Employment Guidelines from time to time. By signing this offer & appointment letter, you agree that you will regularly visit the intranet of the Company and apprise yourself of the existing policies and procedures which will be binding upon you.

19. Precedence

In the event of any inconsistency between this offer & appointment letter and HR Policy, the terms and conditions of the HR Policy shall prevail.

20. Age of Retirement

In the normal course of employment you will be retired from the services of the Company on attaining the age of 58 years. The proof of age shall be the one recorded in the school leaving certificate or birth certificate, as submitted and noted in the Company's records.

21. Relocation Benefit

A new hire residing in cities other than their designated place of work, are eligible for relocation benefit as per the prevailing policy. The relocation benefit can be availed only with prior approval and there's a lock-in period of 1 year, i.e., any new hire leaving TTN before completion of 1 year of continuous service, calculated from the date of joining, will have to repay the relocation expenses claimed by him/her.

22. Miscellaneous

Any claim against the Company shall be brought within six (6) months of your date of relieving from the Company.

You shall not pledge/use the Company's name for personal purposes unless otherwise authorized by the Company.

The Company shall not be responsible and liable for any actions committed or executed by you in your personal capacity within or outside the office during the course of your employment with the Company. All liabilities arising out of such actions shall be your sole responsibility.


Principal
Dronacharya College of Engg.
Farukh Nagar - 125006



You shall not give or receive any gift /cash equivalent of the same unless otherwise authorized by the Company.

This offer & appointment letter constitutes the written terms and conditions governing your employment with the Company. Please, therefore, signify your acceptance of terms contained herein by duly signing and returning, the enclosed duplicate copy to the Company on the same day.

Please bring the documents as mentioned in Annexure B on the date of joining.

We wish you the best of luck and invite you to our exciting team of employees in the Organization.

For TO THE NEW Private Limited,

Charu Balani
Assistant Vice President - Human Resources

I hereby voluntarily accept the above offer of employment along with the total terms & conditions.

Signature: _____

Name: _____

Date: _____

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TO THE NEW PRIVATE LIMITED, (Formerly Intelligrape Software Private Limited) (Formerly Tangerine Digital Entertainment Private Limited)

Business Office: 2nd Floor, NSL Techzone IT SEZ, Noida-Greater Noida Expy, Sector 144, Noida, Uttar Pradesh - 201306

Registered Office: Regus Elegance, 2F Elegance, Jasola District Centre, Old Mathura Road, New Delhi - 110025

CIN Number: U72900DL2006PTC35208 | **Tel:** +91-120-4601800 | **Email:** info@tothenew.com


Principal
Dronacharya College of Engg.
Gurgaon, Haryana - 122006



ANNEXURE A

Prateek Chauhan - DevOps Engineer		
	Components	Amount (in INR per annum)
A	Basic Salary	2,53,200
B	Special Allowance (Fixed CTC (E) - (Basic Salary (A) + Flexible Benefits Plan (C) + PF - Employer contribution (D))	83,616
C	Flexible Benefits ¹	2,32,800
D	Provident Fund - Employer Contribution	30,384
E	Fixed CTC	6,00,000
Other Benefits: <ul style="list-style-type: none"> • Gratuity - As per gratuity Act. • Group Medical Insurance Coverage - Employee, Spouse and two dependent children. • Group Personal Accident Insurance Coverage - Employee only. 		
¹ As per company policy. Any unallocated and unclaimed FBP balance will be considered as a part of Special Allowance and taxed accordingly.		

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TO THE NEW PRIVATE LIMITED, (Formerly Intelligrape Software Private Limited) [Formerly Tangerine Digital Entertainment Private Limited] of Engg.
 Business Office: 2nd Floor, NSL Techzone IT SEZ, Noida-Greater Noida Expy, Sector 144, Noida, Uttar Pradesh - 201308
 Registered Office: Regus Elegance, 2F Elegance, Jasola District Centre, Old Mathura Road, New Delhi - 110025
 CIN Number: U72900DL2006PTC35208 | Tel: +91-120-4601800 | Email: info@tothenew.com




ANNEXURE B

List of documents you need to carry in Original for verification and to process your joining formalities.

- Academic & Professional Certificates - 10th, 12th, Graduation, PG/Masters
- Proof of Last Employment - Latest three month's Salary Slip, Offer & Appointment Letter, Relieving Letter, Last increment Letter (if any)
- Proof of Identity and Date of Birth - PAN & Aadhar Card
- Proof of Address (permanent and current) - Aadhar Card/Voter ID/ Driving License/ Electricity Bill/ Telephone Bill/ Bank Statement
- PF Account Opening - Cancelled Cheque of any Bank Account (which has your full name mentioned) or Self-attested Bank statement

www.tothenew.com

TO THE NEW PRIVATE LIMITED, (Formerly Intelligrape Software Private Limited) (Formerly Tangerine Digital Entertainment Private Limited) 
Business Office: 2nd Floor, NSL Techzone IT SEZ, Noida-Greater Noida Expy, Sector 144, Noida, Uttar Pradesh - 201306
Registered Office: Regus Elegance, 2F Elegance, Jasola District Centre, Old Mathura Road, New Delhi - 110025
CIN Number: U72900DL2006PTC35208 | Tel: +91-120-4601800 | Email: info@tothenew.com

Admission Dronacharya Group of Institutions

From: Finovista <finovistain@gmail.com>
Sent: Friday, January 7, 2022 11:33 AM
To: Vimal KUMAR (Finovista)
Cc: TPO; Sheetal RASTOGI; principal
Subject: Re: Hiring for Transcending Horizons Pvt Ltd
Attachments: 1.jpg; 2.jpg; 3.png; Personal Information Form.xlsx; Offer Letter Intern Aditya.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Ms Renu,

Please find the attached offer and mail for Aditya.

We are offering Internship for six months, post internship, aspirants will be absorbed in the company with a tentative range of INR 2.50 - 3.5 LPA.

Regards,
Vimal

Greetings from Transcending Horizons!

Kindly find the attached the Offer Letter for Internship, and submit the hard copies of following documents:

- Copy of Counter-signed Offer letter
- Personal Information Sheet
- Educational Certificates
- Identity and Address proof (pan & Aadhar must)
- Cancelled Cheque
- Copy of Passport
- Two passport size photograph
- Work Experience certificates and Relieving Letter
- Latest three months salary slip / bank statement

Kindly submit the above-mentioned certificate by **Friday** and also bring original certification for verification.

All the very best.

Warm Regards,



Dronacharya College of Engg.
Farukh Nagar - 123506

On Thu, Jan 6, 2022 at 6:14 PM Vimal KUMAR (Finovista) <vimal@finovista.com> wrote:
Thank you Ms Renu.

Great for Aditya.

When Rishu can able to join.

Regards,
Vimal

---- On Thu, 06 Jan 2022 17:40:45 +0530 TPO <tpo@ggnindia.dronacharya.info> wrote ----

Dear Vimal Sir,

Greetings!!

Sincere thanks and gratitude for interviewing and selecting our students.

This is to kind inform you that Aditya is ready to join from 10th January.

Rishu is not able to join from 10th January due to his university exam schedule. The last date for the written exam is 12th January and the dates for the practical exam are yet to be decided.

Kind Regards,
Renu Dua

From: Vimal KUMAR (Finovista) [mailto:vimal@finovista.com]

Sent: Thursday, January 6, 2022 4:05 PM

To: TPO

Cc: 'Sheetal RASTOGI '; 'principal'; 'Finovistain'

Subject: RE: Hiring for Transcending Horizons Pvt Ltd

Dear Ms Renu,

We have selected Rishu and Aditya, and expecting them to join us from Monday i.e. 10th Jan.

We will be sharing the offer shortly.

Please may inform the aspirants accordingly.

Regards,
Vimal

---- On Thu, 06 Jan 2022 10:37:06 +0530 TPO <tpo@ggnindia.dronacharya.info> wrote ----

Dear Ma'am,

Greetings!!

Noted with Thanks!!

Kind Regards,
Renu Dua


Principal
Dronacharya College of Engg.
Bartukh Nagar - 123506

From: Sheetal RASTOGI (Finovista) [mailto:sheetal@finovista.com]

Sent: Thursday, January 6, 2022 10:35 AM

To: TPO

Cc: 'Vimal KUMAR '; 'principal'; 'Finovistain'
Subject: RE: Hiring for Transcending Horizons Pvt Ltd

Dear Ms Renu,

Thank you for the sheet.

Please note the below number :- 7678437507 for Mr. Shaheen. Incase any one has any issues finding the place.

Thanks
Sheetal

---- On Wed, 05 Jan 2022 13:09:14 +0530 TPO <tpo@ggnindia.dronacharya.info> wrote ----

Dear Sheetal Ma'am,

Greetings!!

As discussed, please find below updated list of students who will be appearing for the recruitment process tomorrow at company premises.

Roll Number	Student Name	Status & Schedule	
13073	Parichit Kukreti	6 Jan, 11 AM	
13087	Rishu Tiwari	6 Jan, 11:30 AM	
13200	Vikash Kumar	6 Jan, 12:00 PM	
13493	Akshay Kumar	6 Jan, 12:30 PM	
21402	Vipul Kumar	6 Jan, 1:00 PM	
21663	Aditya Pratap	6 Jan, 1:30 PM	Ecor

Kind Regards,
Renu Dua

From: TPO [mailto:tpo@ggnindia.dronacharya.info]
Sent: Wednesday, December 29, 2021 3:56 PM
To: 'Sheetal RASTOGI (Finovista)'
Cc: 'Vimal KUMAR '; 'principal'; 'Finovistain'
Subject: RE: Hiring for Transcending Horizons Pvt Ltd


Principal
Dronacharya College of Engg
Farrukh Nagar - 123608

Dear Ma'am,

Please find below status and schedule for your kind reference.

Roll Number	Student Name	Status & Schedule	
13073	Parichit Kukreti	6 Jan, 11 AM	
13087	Rishu Tiwari	6 Jan, 11:30 AM	
13200	Vikash Kumar	6 Jan, 12:00 PM	
13493	Akshay Kumar	6 Jan, 12:30 PM	
1823010033	Himanshu Karki	6 Jan, 1:00 PM	
21138	Vineet Patwal	Got Selected in other company	

21361	Ajay Kumar	Got Selected in other company
21402	Vipul Kumar	6 Jan, 1:30 PM
21663	Aditya Pratap	6 Jan, 2:00 PM
21905	Ravit Kumar	He is going to his hometown from 4 th Jan to 8 th Jan

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: TPO [mailto:tpo@ggnindia.dronacharya.info]

Sent: Wednesday, December 29, 2021 3:15 PM

To: 'Sheetal RASTOGI (Finovista)'

Cc: 'Vimal KUMAR '; 'principal'; 'Finovistain'

Subject: RE: Hiring for Transcending Horizons Pvt Ltd

Dear Sheetal Ma'am,

Greetings!!

Sorry for the inconvenience.

This is to kind inform you that examinations are going on in both the campus.
We will update you soon.

Kind Regards,

Renu Dua

From: Sheetal RASTOGI (Finovista) [mailto:sheetal@finovista.com]

Sent: Wednesday, December 29, 2021 3:12 PM

To: TPO

Cc: 'Vimal KUMAR '; 'principal'; 'Finovistain'

Subject: RE: Hiring for Transcending Horizons Pvt Ltd

Hi,

It has been over 6 days!

Do let us know the availability for the shortlisted candidates.

Thanks
Sheetal


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122506

---- On Wed, 22 Dec 2021 18:37:09 +0530 TPO
<tpo@ggnindia.dronacharya.info> wrote ----

Dear Vimal Sir,

Greetings!!

Thank you so much for sharing the list of shortlisted students for further rounds.

We will update you with the availability of students tomorrow.

Kind Regards,
Renu Dua

From: Vimal KUMAR (Finovista) [<mailto:vimal@finovista.com>]
Sent: Tuesday, December 21, 2021 6:19 PM
To: TPO
Cc: 'principal'; 'Sheetal RASTOGI'; 'Finovistain'
Subject: RE: Hiring for Transcending Horizons Pvt Ltd

Dear Ms Renu,

We are already concluded the preliminary telephonic round, and please the attached shortlisted candidates. Further, we have captured the remarks for each candidates, requesting you to kindly share with the Candidates.

We are planning face-2-face for these candidates

Further, next round will be conducted face - 2- face at our office on 5th and 6th Jan. Kindly slot these candidates for 30 min each, starting at 11 am on both days.

Interview venue:
Transcending Horizons (ADORAA / Finovista)
RZA 85, Road No 4, Street No 6, Mahipalpur Extn, New Delhi
110037

Contact number is 9899460027.

PS: Kindly also share the potential candidates for Prog Management Consultancy role as well.

Regards,
Vimal

---- On Mon, 20 Dec 2021 10:45:10 +0530 TPO
<tpo@ggnindia.dronacharya.info> wrote ----

Dear Vimal Sir,

Greetings!!


Principal
Dronacharya College of Engg.
Farukh Nagar - 123508

Thank you so much for sharing the list of shortlisted students for further process.

This is to kind inform you that students from Roll No. 13073 to Roll No. 1823010033 in the list will be occupied with their Pre-University examination till 3:30 PM on both Monday and Tuesday.

It is requested to kindly have telephonic discussion with them after 3:30 PM.

Thanks & Regards

Renu Dua
Training & Placement Officer
Dronacharya College of Engineering,
Khentawas, Gurgaon - 122506
Ph. +91-124-2375502
Mobile- 9990797776, 9910380107
email id: tpo@ggnindia.dronacharya.info / Web
: www.dronacharya.info
Facebook:
<https://www.facebook.com/DronacharyaGurgaon/>



From: Vimal KUMAR (Finovista)
[mailto:vimal@finovista.com]
Sent: Friday, December 17, 2021 4:15 PM
To: TPO
Cc: 'principal'; Sheetal RASTOGI (Finovista);
Finovistain
Subject: RE: Hiring for Transcending Horizons Pvt Ltd

Dear Ms Renu,

Kindly find the attached shortlists.

We are planning to have telephonic round during coming Saturday, Monday and Tuesday with these candidates.

Please may communicate the candidates accordingly.

Regards,
Vimal


Principal
Dronacharya College of Engg.
Barrukh Nagar - 122506

---- On Mon, 13 Dec 2021 13:42:31 +0530 Sheetal
RASTOGI (Finovista) <sheetal@finovista.com>
wrote ----

Thanks Renu for this.

We would get back shortly with the
interview schedule and the shortlisted
profiles for the interview.

thanks
sheetal

---- On Mon, 13 Dec 2021 11:09:55
+0530 TPO
<tpo@ggnindia.dronacharya.info>
wrote ----

Dear Sheetal
Ma'am,

Greetings!!

Please find
attached database
of interested
students for your
kind reference.

Looking forward
to schedule.

Thanks &
Regards

Renu Dua
Training &
Placement Officer
Dronacharya
College of
Engineering,
Khentawas,
Gurgaon - 122506
Ph. +91-124-
2375502
Mobile-
9990797776,
9910380107
email id:
[tpo@ggnindia.dro
nacharya.info](mailto:tpo@ggnindia.dronacharya.info) /
Web :



Dronacharya College of Engg.
Farukh Nagar - 123506

www.dronacharya.info

Facebook:
<https://www.facebook.com/DronacharyaGurgaon/>



From: TPO
[mailto:tpo@ggnindia.dronacharya.info]
Sent: Friday,
December 10, 2021
12:51 PM
To: 'Sheetal
RASTOGI
(Finovista)'
Cc: 'Vimal KUMAR
'; 'principal';
tpo@ggnindia.dronacharya.info
Subject: RE: Hiring
for Transcending
Horizons Pvt Ltd

Good Afternoon
Ma'am,

Noted all the
details!!

We will share the
list of interested
students
tomorrow.

**Thanks &
Regards**

**Renu Dua
Training &
Placement Officer
Dronacharya
College of
Engineering,
Khentawas,
Gurgaon - 122506
Ph. +91-124-
2375502
Mobile-
9990797776,
9910380107
email id:
tpo@ggnindia.dronacharya.info /**

Dronacharya College of Engg.
Farukh Nagar - 122506

Web :
www.dronacharya.info
Facebook:
<https://www.facebook.com/DronacharyaGurgaon/>



From: Sheetal RASTOGI (Finovista) [<mailto:sheetal@finovista.com>]
Sent: Friday, December 10, 2021 12:42 PM
To: TPO
Cc: 'Vimal KUMAR'; 'principal'
Subject: RE: Hiring for Transcending Horizons Pvt Ltd

Hi,

The stipend during the probation period would range from INR 12,000/- to INR 15,000/-

Kindly share with a list of interested candidates at the earliest, we intend to close this positions this month, with formal joinings from January 2022.

Thanks
Sheetal

---- On Wed, 08 Dec 2021 00:27:52 +0530
TPO
<tpo@ggnindia.dronacharya.info>
wrote ----

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a'a
m,

9


Principal
Dronacharya College of Engg.
Farukh Nagar - 123605

Admission Dronacharya Group of Institutions

From: Rahul Rohilla <rahul1818rohilla@gmail.com>
Sent: Wednesday, February 9, 2022 9:36 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Final Selection Letter @ uCertify

Follow Up Flag: Follow up
Flag Status: Completed

----- Forwarded message -----

From: SHREYA DAS <shreya.das@ucertify.com>
Date: Tue, 8 Feb 2022, 6:33 pm
Subject: Final Selection Letter @ uCertify
To: <rahul1818rohilla@gmail.com>
Cc: Ayush Mittal <ayush.mittal@ucertify.com>, TPO <tpo@gnindia.dronacharya.info>

Dear Rahul Rohilla,

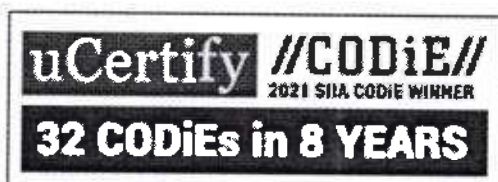
Congratulations! We are pleased to inform you that you have been selected @ uCertify as an **Inside Sales Trainee** at **Noida Office**. Your determination to meet our stringent selection criteria through several rounds of our recruitment process has been noticed and appreciated.


You may be wondering what it's like to work at uCertify. First, of, uCertify is not your run-of-the-mill company. When people ask us what an average day at uCertify is like, we are proud to say that we don't believe in average or typical days. Every day is a new day, filled with opportunities to think, create and implement new ideas. Continuous innovation, creative thinking, and aiming for the stars are not just actively encouraged but also rewarded. If you are someone with a passion to learn and work hard, you will thrive in our fast-paced, challenging, yet friendly environment where you will be valued. We believe you are one of these people and look forward to your continued success with us.

Want to show off your new company? You should! uCertify is a fast-growing company with a worldwide customer base in over 200 countries! In the past few years, the company has worked to tremendous growth, made possible by a motivated and talented team. What do we do? uCertify's flagship product is our unique, smarter learning platform - the Prep Engine. It is an interactive, electronic learning system that combines step-by-step, guided learning with realistic exam simulation for IT certification exams. We take pride in making our products easy to use, effective and fun. Learning is a big deal for us. We don't just want to create software - we want to create software that rocks!

Again, congratulations! We will be in touch with you shortly and hope that you to be a part of the uCertify family very soon.

--
Thanks & Regards Shreya Das HR Recruiter uCertify Training & Learning Pvt Ltd (Noida) Noida office: G-50, Sector 63 near Mahindra First Choice Centre. Head office Allahabad: Opp Law Faculty of AU, Chaitham lines. Mobile : 7004663043/ 9572776358 Phone : 0120-4540091 Email id : shreya.das@ucertify.com Website : <https://www.ucertify.com/>




Dronacharya Group of Institutions
Farrukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: SHIVAM CHHABRA <shivam.21116@ggnindia.dronacharya.info>
Sent: Thursday, January 13, 2022 5:49 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Final Selection Letter @ uCertify
Attachments: Untitled attachment 00147.gif; PicsArt_06-05-06.05.46.jpg

Follow Up Flag: Follow up
Flag Status: Flagged

----- Original Message -----

From: SHREYA DAS <shreya.das@ucertify.com>
To: shivam.21116@ggnindia.dronacharya.info
Cc: TPO <tpo@ggnindia.dronacharya.info>, Ayush Mittal <ayush.mittal@ucertify.com>
Date: 01/13/2022 5:11 AM
Subject: Final Selection Letter @ uCertify

Dear Shivam Chhabra

Congratulations! We are pleased to inform you that you have been selected @ uCertify as an **Inside Sales Executive Trainee at Noida Office**. Your determination to meet our stringent selection criteria through several rounds of our recruitment process has been noticed and appreciated.

You may be wondering what it's like to work at uCertify. First, of, uCertify is not your run-of-the-mill company. When people ask us what an average day at uCertify is like, we are proud to say that we don't believe in average or typical days. Every day is a new day, filled with opportunities to think, create and implement new ideas. Continuous innovation, creative thinking, and aiming for the stars are not just actively encouraged but also rewarded. If you are someone with a passion to learn and work hard, you will thrive in our fast-paced, challenging, yet friendly environment where you will be valued. We believe you are one of these people and look forward to your continued success with us.

Want to show off your new company? You should! uCertify is a fast-growing company with a worldwide customer base in over 200 countries! In the past few years, the company has worked to tremendous growth, made possible by a motivated and talented team. What do we do? uCertify's flagship product is our unique, smarter learning platform - the Prep Engine. It is an interactive, electronic learning system that combines step-by-step, guided learning with realistic exam simulation for IT certification exams. We take pride in making our products easy to use, effective and fun. Learning is a big deal for us. We don't just want to create software - we want to create software that rocks!

Again, congratulations! We will be in touch with you shortly and hope that you to be a part of the uCertify family very soon.

--
Thanks & Regards Shreya Das HR Recruiter uCertify Training & Learning Pvt Ltd (Noida)
Noida office: G-50, Sector 63 near Mahindra First Choice Centre. Head office Allahabad:
Opp Law Faculty of AU, Chaitham lines. Mobile : 9572776358 | 7004663043 Phone : 0120-
4540091 Email id : shreya.das@ucertify.com Website : <https://www.ucertify.com/>

Admission Dronacharya Group of Institutions

From: Anshika Tripathi <anshika.tripathi@ummeedhfc.com>
Sent: Tuesday, November 16, 2021 7:04 PM
To: tpo@ggnindia.dronacharya.info
Cc: Beenata Lawrence; Madan Singh; Naman Mishra
Subject: Offer Letter -Rahul Rajput_
Attachments: Offer Letter -Rahul Rajput_.pdf

Hi Renu,

Greeting from Ummeed Housing Finance.

We are pleased to make the appended offer letter detailing your terms of employment and salary package with Ummeed Housing Finance.

We request you to kindly accept the contents of this mail and revert with your acceptance.

Anshika Tripathi – HR Service Manager

Ummeed Housing Finance Pvt. Ltd.
Off: 809-815, 8th Floor, Tower – A, Emaar Digital Greens,
Golf Course Extension Road, Sector-61, Gurugram -122102
Website: www.ummeedhfc.com
Contact Number- 790-540-6643

The information contained in this email without limitations, the attachment, if any, accompanying this email may contain confidential, proprietary or privileged information and exempt from disclosure under applicable law. The information is for the use of the intended recipient. If you are not the intended recipient, any dissemination, distribution, use, printing or copying of the information contained in this e-mail message and / or attachments to it are strictly prohibited. If you have mistakenly received this communication, please notify the sender by reply e-mail immediately and permanently delete all copies of this email and its attachments. Ummeed Housing Finance Private Limited does not accept any liability for virus infected mails.

Print this mail only if absolutely necessary. Save Paper. Save Trees.


Principal
Dronacharya College of Engg.
Farukh Nagar - 123503

Admission Dronacharya Group of Institutions

From: CAMPUS NCR - NextGen Ventures <campus.ncr@nextgenventures.in>
Sent: Friday, April 8, 2022 11:43 AM
To: info@dronacharya.info; tpo@gnindia.dronacharya.info;
tpo@ggnindia.dronacharya.info
Cc: Indranath Mitra - NextGen Ventures
Subject: NextGen Ventures - Campus Recruitment Result - UNICORN DenMart - Engg/2022 Batch - Delhi NCR - DCE

Follow Up Flag: Follow up
Flag Status: Flagged

NextGen Ventures

CAMPUS RECRUITMENT RESULT

B.E. / B.Tech (Electronics, ECE, Electrical, EEE) | 2022 passing out batch

Dear Sir/Madam,

With respect to the "Joint Campus Drive" by & for "UNICORN DenMart Limited" for the 2022 passing out batch B.E. / B.Tech (Electronics, ECE, Electrical, EEE) candidates from few selected colleges in your region, please find the selected candidate list as mention below:

List of Selected Candidates

SL NO	CANDIDATE NAME	DATE OF BIRTH	GENDER	COURSE	STREAM	INSTITUTE NAME	YEAR OF PASSING	EMAIL ADDRESS
1	KAVITA ASWAL	11-08-2001	FEMALE	B.E/B.TECH	ECE	DCE	2022	kavita.21200@ggnindia.drona
2	JYOTSNA TRIPATHI	10-10-2002	FEMALE	B.E/B.TECH	ECE	RKGIT	2022	jyotsnat1018@gmail.

Note:

- Candidates are hereby informed to send their joining confirmation at campus.ncr@nextgenventures.in within 9th April, 2022 - 11:00 AM.

DISCLAIMER : NEXTGEN VENTURES

- NEXTGEN VENTURES does not commit or guarantee any job to any candidate of the institute while performing its responsibilities within the scope of the work in this initiative.
- The Final recruitment will be carried out through by the corporate depending / matching with their satisfaction & expectation with the candidate.

- NEXTGEN VENTURES (at any stage) in no way will influence/interfere or play any role in the recruitment / selection process of the corporate/employer.
- NEXTGEN VENTURES does not commit any vacancy in any form from any particular company or organization under this initiative.
- The selected candidates will not have to pay any fees or amount to any party concerned in this recruitment drive.
- If a candidate is offered from this recruitment drive under this initiative (also when the candidates accepts the offer), the candidate will not be entitled to appear for any other recruitment process as organized by NEXTGEN VENTURES in terms of PLACEMENT (CAMPUS) SUPPORT INITIATIVE.
- NEXTGEN VENTURES will not be responsible for any change made by the recruiting organization in terms of recruitment offer or joining status at a later stage.

If you need any further explanation please let us know.

Looking forward for your earliest confirmation, active support & cooperation.

Regards,

Biplab Dutta

Campus Services & Solutions Team

NextGen Recruitment Ventures Limited

CORPORATE OFFICE (Kolkata):

Module No. 332, 2nd Floor, SDF Building. Block EP & GP, Sector-V,
Salt Lake Electronics Complex. Kolkata. West Bengal. Pin: 700 091. India

LIAISON OFFICE: New Delhi, Jaipur, Bhubaneswar, Guwahati, Indore, Visakhapatnam & Mangalore.

CIN: U74994WB2018PLC226396

www.nextgenventures.in | Connect to us at **FACEBOOK & LINKEDIN**

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Principal
Dronacharya College of Engg.
Farukh Nagar - 125008

Admission Dronacharya Group of Institutions

From: Velocity HR <hr@velsof.com>
Sent: Thursday, October 21, 2021 5:14 PM
To: TPO
Cc: Nitin Srivastava; Ambuja Trivedi; Manish Kumar; principal@ggnindia.dronacharya.info
Subject: Re: JD for Freshers (Software Developer): Velocity Software Solutions Pvt Ltd
Attachments: image001.jpg

Follow Up Flag: Follow up
Flag Status: Flagged

Hi Renu,

Hope you are doing good!

We are pleased to inform you that **Rohit Gupta** has been selected from your college for the "**Software Developer**" profile. and we would like them to join us from **25th October 2021** at our Noida office.

Hope to hear a positive response from you.

On Tue, Oct 19, 2021 at 12:38 PM TPO <tpo@ggnindia.dronacharya.info> wrote:

Dear Team,

Greetings!!

Sincere thanks and gratitude for interviewing and selecting our students as Software Developer.

This is to kind inform you that both the selected students are ready to join the organization on allotted date.

We look forward to long term association with your organization. We wish you all the best for moving forward.

Kind Regards,

Renu Dua


Principal
Dronacharya College of Engg-
Farukh Nagar - 123506

From: Velocity HR [mailto:hr@velsof.com]

Sent: Tuesday, October 19, 2021 11:07 AM

To: TPO

Cc: Nitin Srivastava; Ambuja Trivedi; Manish Kumar; principal@ggnindia.dronacharya.info

Subject: Re: JD for Freshers (Software Developer): Velocity Software Solutions Pvt Ltd

Hi Renu,

Hope you are doing good!

We are pleased to inform you that **Rishav Kumar** and **Yash Bhardwaj** have been selected from your college for the "**Software Developer**" profile. and we would like them to join us from **25th October 2021** and **1st November 2021** respectively at our Noida office.

Hope to hear a positive response from you.

--
Thanks & Regards

HR Department

Velocity Software Solutions Pvt Ltd


E-23, Sec 63, Noida- 201301

Web:- <http://www.velsof.com/>

On Tue, Oct 12, 2021 at 10:00 AM TPO <tpo@ggnindia.dronacharya.info> wrote:

Dear Ma'am,

Greetings!!


Principal
Dronacharya College of Engg.
Farukh Nagar - 120600

Noted with Thanks!!

Kind Regards,

Renu Dua

From: Velocity HR [mailto:hr@velsof.com]
Sent: Monday, October 11, 2021 7:15 PM
To: TPO
Cc: Nitin Srivastava; Ambuja Trivedi; Manish Kumar; principal@ggnindia.dronacharya.info
Subject: Re: JD for Freshers (Software Developer): Velocity Software Solutions Pvt Ltd

Hi Renu,

As per our discussion, I have scheduled the interview for the candidates. Kindly please inform the same.

Name	Phone No.	Email ID	Interview Date
Yash Bharadwaj	9911238174	yash.bhardwaj0816@gmail.com	12-Oct-2021 @ 10:30 AM
Vijay Deep	8512860560	deepvijay94@gmail.com	12-Oct-2021 @ 10:30 AM
Rohit Gupta	9650170602	rohitgupta28082000@gmail.com	12-Oct-2021 @ 10:45 AM

On Sat, Oct 9, 2021 at 4:52 PM TPO <tpo@ggnindia.dronacharya.info> wrote:

Noted Ma'am!!

Thank you so much for considering our request to reschedule the interview.

Kind Regards,

Renu Dua


Principal
Dronacharya College of Engg.
Farukh Nagar - 120505

From: Velocity HR [mailto:hr@velsof.com]
Sent: Saturday, October 9, 2021 4:33 PM
To: TPO
Cc: Nitin Srivastava; Ambuja Trivedi; Manish Kumar; principal@ggnindia.dronacharya.info
Subject: Re: JD for Freshers (Software Developer): Velocity Software Solutions Pvt Ltd

Hi Renu,

As per the earlier discussion, we have rescheduled the interview of these candidates. Kindly please inform them regarding the same.

Also please inform them to be ready with their laptops and download the software in the laptop.

Please find the list below-

Name	Phone No.	Email ID	Interview Date
Mohit	9518488371	m7880899@gmail.com	11-Oct-2021 @ 12:15 PM
Deep Vijay	8512860560	deepvijay94@gmail.com	11-Oct-2021 @ 12:15 PM
Kumar Rishav	7011933513	rishav.dgi@gmail.com	11-Oct-2021 @ 10:15 AM
Mishra Mridul	8534000289	mridulmishra2101@gmail.com	11-Oct-2021 @ 10:30 AM
Gupta Rohit	9650170602	rohitgupta28082000@gmail.com	11-Oct-2021 @ 12:00 PM
goel Annukirti	8178379915	annukirti2000@gmail.com	11-Oct-2021 @ 10:00 AM
Maity Enjoy	8637538073	enjoymaity@gmail.com	11-Oct-2021 @ 10:00 AM
Saharan Sachin	9996261601	saharansachin100@gmail.com	11-Oct-2021 @ 11:00 AM

On Sat, Oct 9, 2021 at 10:29 AM TPO <tpo@ggnindia.dronacharya.info> wrote:

Dear Ma'am,

Greetings!!


Dr. P. Prasad
Principal
Farrukh Nagar - 120005

As discussed, all pending students are available to attend the interview process on Monday i.e. 11th October 2021.

Kind Regards,

Renu Dua

From: TPO [mailto:tpo@ggnindia.dronacharya.info]

Sent: Thursday, October 7, 2021 10:10 PM

To: 'Velocity HR'

Cc: 'Nitin Srivastava'; 'Ambuja Trivedi'; 'Manish Kumar'; 'principal@ggnindia.dronacharya.info'; 'tpo@ggnindia.dronacharya.info'


Subject: RE: JD for Freshers (Software Developer): Velocity Software Solutions Pvt Ltd

Dear Ma'am,

Thank you so much for sharing the list of shortlisted students for further interview process.

As discussed, please find below availability of students to attend the interview process tomorrow.

Name	Availability	Phone	E
Bhardwaj Yash	Available to attend the process after 2 PM	9911238174	yash.bhar
Gupta Rohit	Available to attend the process after 2 PM	9650170602	rohitgupta
Goel Annukirti	Available to attend the process after 2 PM	8178379915	annuki
Saharan Sachin	Available to attend the process after 2 PM	9996261601	saharans
. Mohit	Not Available Tomorrow	9518488371	m788
Kumar Rishav	Not Available Tomorrow	7011933513	rishav
Mishra Mridul	Not Available Tomorrow	8534000289	mridulmi
Maity Enjoy	Not Available Tomorrow	8637538073	enjoy
Bisht Saurabh	Will attend the process tomorrow	9716655386	saurabh
Ahuja Ankit	Will attend the process tomorrow	9958056197	ankitahu
Kathuria Radhika	Will attend the process tomorrow	9817480016	radhikakat
Chauhan Shikha	Will attend the process tomorrow	7838419188	shikha1
Yadav Ritik	Will attend the process tomorrow	9350832126	rkyad
Dhingra Sara	Will attend the process tomorrow	9318378396	saradh
Deep Vijay	Will attend the process tomorrow	8512860560	deepv
Yadav Harsh	Will attend the process tomorrow	9671736458	raoha


Principal
Dronacharya College of Engg.
Farukh Nagar - 120605

Thanks & Regards

Renu Daa

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Velocity HR [mailto:hr@velsof.com]

Sent: Thursday, October 7, 2021 5:46 PM

To: TPO

Cc: Nitin Srivastava; Ambuja Trivedi; Manish Kumar; principal@ggnindia.dronacharya.info

Subject: Re: JD for Freshers (Software Developer): Velocity Software Solutions Pvt Ltd

Hi Renu,

As per the discussion of online drive scheduled on **7th Oct,2021**. We have shortlisted a few students from your college for further interview process. Please inform students to get ready with their laptop, and also inform them to download any programming software in their laptop. Please share the date and timings to the students accordingly to attend the interview.


Principal
Dronacharya College of Engg.
Farukh Nagar - 122506

Please find the details below -

Name	Phone	Email address	Interview Date Timings	
bisht Saurabh	9716655386	saurabhsidd42@gmail.com	08-10-2021	10:15 AM
Bhardwaj Yash	9911238174	yash.bhardwaj0816@gmail.com	08-10-2021	10:15 AM
AHUJA ANKIT	9958056197	ankitahuja2305@gmail.com	08-10-2021	10:30 AM

Kathuria Radhika	9817480016	radhikakathuria0299@gmail.com	08-10-2021	10:30 AM
Chauhan Shikha	7838419188	shikha17052000@gmail.com	08-10-2021	10:45 AM
Yadav Ritik	9350832126	rkyadavu0@gmail.com	08-10-2021	10:45 AM
Dhingra Sara	9318378396	saradhingra3@gmail.com	08-10-2021	11:00 AM
. Mohit	9518488371	m7880899@gmail.com	08-10-2021	11:00 AM
Deep Vijay	8512860560	deepvijay94@gmail.com	08-10-2021	11:15 AM
Yadav Harsh	9671736458	raoharsh2k@gmail.com	08-10-2021	11:15 AM
Kumar Rishav	7011933513	rishav.dgi@gmail.com	08-10-2021	11:30 AM
Mishra Mridul	8534000289	mridulmishra2101@gmail.com	08-10-2021	11:30 AM
Gupta Rohit	9650170602	rohitgupta28082000@gmail.com	08-10-2021	11:45 AM
goel Annukirti	8178379915	annukirti2000@gmail.com	08-10-2021	11:45 AM
Maity Enjoy	8637538073	enjoymaity@gmail.com	08-10-2021	12:00 PM
Saharan Sachin	9996261601	saharansachin100@gmail.com	08-10-2021	12:00 PM

On Tue, Oct 5, 2021 at 6:23 PM TPO <tpo@ggnindia.dronacharya.info> wrote:

Good Evening Ma'am,

Noted with Thanks!!

Kind Regards,

Renu Dua

From: Velocity HR [mailto:hr@velsof.com]

Sent: Tuesday, October 5, 2021 3:28 PM

To: tpo@ggnindia.dronacharya.info

Cc: Nitin Srivastava; Ambuja Trivedi; Manish Kumar

Subject: Re: JD for Freshers (Software Developer): Velocity Software Solutions Pvt Ltd

Hi Renu,

Principal

Dronacharya College of Engg.
Barrack Nagar - 123508

As discussed over call, the drive will be conducted on 7th October 2021.

Kindly ask all the interested candidates to join our Telegram Channel @velsofWalkin or <https://t.me/VelsofWalkin> to keep themselves updated on the online test slot and procedures on or before 7 October 2021 till 12PM.

On Fri, Oct 1, 2021 at 5:04 PM <tpo@ggnindia.dronacharya.info> wrote:

Dear Ma'am,

Greetings!!

Thank you so much for confirming the date.

Looking forward to selection process.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>




Principal
Dronacharya College of Engg.
Farukh Nagar - 123606

From: Velocity HR [mailto:hr@velsof.com]
Sent: Friday, October 1, 2021 4:39 PM
To: tpo@ggnindia.dronacharya.info
Cc: Manish Kumar; Nitin Srivastava; principal@ggnindia.dronacharya.info
Subject: Re: JD for Freshers (Software Developer): Velocity Software Solutions Pvt Ltd

Hi Renu,

Thanks for sharing the list of the interested students,

As discussed over call, we will conduct this drive on **7th October 2021** and our team will coordinate with you the process of the drive.

Thanks

On Tue, Sep 21, 2021 at 10:47 PM <tpo@ggnindia.dronacharya.info> wrote:

Dear Team,

Greetings!!

Looking forward to schedule.

Kind Regards,

Renu Dua


Principal
Dronacharya College of Engg.
Barrukh Nagar - 123508

From: tpo@ggnindia.dronacharya.info [mailto:tpo@ggnindia.dronacharya.info]
Sent: Sunday, September 19, 2021 12:27 PM
To: 'Velocity HR'
Cc: 'Manish Kumar'; 'Nitin Srivastava'; 'principal@ggnindia.dronacharya.info'
Subject: RE: JD for Freshers (Software Developer): Velocity Software Solutions Pvt Ltd

Dear Team,

Greetings!!

Please find attached database of interested students along with resume link for your kind reference.

Looking forward to schedule.

Thanks & Regards

Renu Dua

Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: tpo@ggnindia.dronacharya.info [mailto:tpo@ggnindia.dronacharya.info]

Sent: Thursday, September 16, 2021 5:56 PM

To: 'Velocity HR'

Cc: 'Manish Kumar'; 'Nitin Srivastava'; 'principal@ggnindia.dronacharya.info'

Subject: RE: JD for Freshers (Software Developer): Velocity Software Solutions Pvt Ltd


Principal
Dronacharya College of Engg.
Ferrukh Nagar - 122506

Dear Team,

Greetings!!

Thank you so much for sharing the opportunity.

We will share the database of interested students tomorrow.

Thanks & Regards

Renu Dua

Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Velocity HR [mailto:hr@velsof.com]

Sent: Thursday, September 16, 2021 10:11 AM

To: tpo@ggnindia.dronacharya.info

Cc: Manish Kumar; Nitin Srivastava

Subject: JD for Freshers (Software Developer): Velocity Software Solutions Pvt Ltd


Principal
Dronacharya College of Engg.
Parrukh Nagar - 122506

Hi Renu,

As discussed over call, kindly find below the details for the Software Developer profile:-

Profile:- Software Developer

Salary:- 3,50,000 - 4,20,000 P.A

Qualification:- B.Tech/B.E.(Computer Science & Information Technology)/ MCA

Job Location: - Noida

Openings:- 20

Passing Year:- 2022

Job Description:-

- Hiring for C/C++/PHP/Java/Android/ iOS/ Dot Net Trainee, responsible to work on Live Projects

- Understand the client requirements and develop code customization
- Exposure to designing & development of applications
- Project Management

Desired Candidate:-

- CS/IT Freshers with B.Tech with min 65% marks in 10/12/B.Tech
- Good verbal/written communication skill
- Quick Learner & Capability to grasp new technologies
- Good Analytical, coding and communication skill
- Good in any one DB (MSSQL/MySQL/Oracle)
- **Candidates selected will have to sign a bond for 2Yrs**

Note:- Kindly share the relevant profile with us so we can further proceed for the interview.

Thanks & Regards

HR Department

Velocity Software Solutions Pvt Ltd

E-23, Sec 63, Noida- 201301

Web:- <http://www.velsof.com/>


Principal
Dronacharya College of Engg.
Farukh Nagar - 123606

Admission Dronacharya Group of Institutions

From: Velocity HR <hr@velsof.com>
Sent: Tuesday, October 19, 2021 11:07 AM
To: TPO
Cc: Nitin Srivastava; Ambuja Trivedi; Manish Kumar; principal@ggnindia.dronacharya.info
Subject: Re: JD for Freshers (Software Developer): Velocity Software Solutions Pvt Ltd
Attachments: image001.jpg

Follow Up Flag: Follow up
Flag Status: Completed

Hi Renu,

Hope you are doing good!

We are pleased to inform you that **Rishav Kumar** and **Yash Bhardwaj** have been selected from your college for the "**Software Developer**" profile. and we would like them to join us from **25th October 2021 and 1st November 2021** respectively at our Noida office.

Hope to hear a positive response from you.

Thanks & Regards

HR Department
Velocity Software Solutions Pvt Ltd
E-23, Sec 63, Noida- 201301
Web:- <http://www.velsof.com/>

On Tue, Oct 12, 2021 at 10:00 AM TPO <tpo@ggnindia.dronacharya.info> wrote:

Dear Ma'am,

Greetings!!

Noted with Thanks!!

Kind Regards,

Renu Dua


Principal
Dronacharya College of Engg.
Farukh Nagar - 123006

From: Velocity HR [mailto:hr@velsof.com]
Sent: Monday, October 11, 2021 7:15 PM
To: TPO
Cc: Nitin Srivastava; Ambuja Trivedi; Manish Kumar; principal@ggnindia.dronacharya.info
Subject: Re: JD for Freshers (Software Developer); Velocity Software Solutions Pvt Ltd

Hi Renu,

As per our discussion, I have scheduled the interview for the candidates. Kindly please inform the same.

Name	Phone No.	Email ID	Interview Date
Yash Bharadwaj	9911238174	yash.bhardwaj0816@gmail.com	12-Oct-2021 @ 10:30 AM
Vijay Deep	8512860560	deepvijay94@gmail.com	12-Oct-2021 @ 10:30 AM
Rohit Gupta	9650170602	rohitgupta28082000@gmail.com	12-Oct-2021 @ 10:45 AM

On Sat, Oct 9, 2021 at 4:52 PM TPO <tpo@ggnindia.dronacharya.info> wrote:

Noted Ma'am!!

Thank you so much for considering our request to reschedule the interview.

Kind Regards,

Renu Dua

From: Velocity HR [mailto:hr@velsof.com]
Sent: Saturday, October 9, 2021 4:33 PM
To: TPO
Cc: Nitin Srivastava; Ambuja Trivedi; Manish Kumar; principal@ggnindia.dronacharya.info
Subject: Re: JD for Freshers (Software Developer); Velocity Software Solutions Pvt Ltd

Hi Renu,


Principal
Dronacharya College of Engg.
Farukh Nagar - 122502

As per the earlier discussion, we have rescheduled the interview of these candidates. Kindly please inform them regarding the same.

Also please inform them to be ready with their laptops and download the software in the laptop.

Please find the list below-

Name	Phone No.	Email ID	Interview Date
. Mohit	9518488371	m7880899@gmail.com	11-Oct-2021 @ 12:15 PM
Deep Vijay	8512860560	deepvijay94@gmail.com	11-Oct-2021 @ 12:15 PM
Kumar Rishav	7011933513	rishav.dgi@gmail.com	11-Oct-2021 @ 10:15 AM
Mishra Mridul	8534000289	mridulmishra2101@gmail.com	11-Oct-2021 @ 10:30 AM
Gupta Rohit	9650170602	rohitgupta28082000@gmail.com	11-Oct-2021 @ 12:00 PM
goel Annukirti	8178379915	annukirti2000@gmail.com	11-Oct-2021 @ 10:00 AM
Maity Enjoy	8637538073	enjoymaity@gmail.com	11-Oct-2021 @ 10:00 AM
Saharan Sachin	9996261601	saharansachin100@gmail.com	11-Oct-2021 @ 11:00 AM

On Sat, Oct 9, 2021 at 10:29 AM TPO <tpo@ggnindia.dronacharya.info> wrote:

Dear Ma'am,

Greetings!!

As discussed, all pending students are available to attend the interview process on Monday i.e. 11th October 2021.

Kind Regards,

Renu Dua


Principal
Dronacharya College of Engg.
Farukh Nagar - 123003

From: TPO [mailto:tpo@ggnindia.dronacharya.info]

Sent: Thursday, October 7, 2021 10:10 PM

To: 'Velocity HR'

Cc: 'Nitin Srivastava'; 'Ambuja Trivedi'; 'Manish Kumar'; 'principal@ggnindia.dronacharya.info'; 'tpo@ggnindia.dronacharya.info'

Subject: RE: JD for Freshers (Software Developer): Velocity Software Solutions Pvt Ltd

Dear Ma'am,

Thank you so much for sharing the list of shortlisted students for further interview process.

As discussed, please find below availability of students to attend the interview process tomorrow.

Name	Availability	Phone	Email
Bhardwaj Yash	Available to attend the process after 2 PM	9911238174	yash.bhard
Gupta Rohit	Available to attend the process after 2 PM	9650170602	rohitgupta2
Goel Annukirti	Available to attend the process after 2 PM	8178379915	annukirt
Saharan Sachin	Available to attend the process after 2 PM	9996261601	saharansa
Mohit	Not Available Tomorrow	9518488371	m7880
Kumar Rishav	Not Available Tomorrow	7011933513	rishav
Mishra Mridul	Not Available Tomorrow	8534000289	mridulmis
Maity Enjoy	Not Available Tomorrow	8637538073	enjoyn
Bisht Saurabh	Will attend the process tomorrow	9716655386	saurabhs
Ahuja Ankit	Will attend the process tomorrow	9958056197	ankitahu
Kathuria Radhika	Will attend the process tomorrow	9817480016	radhikakath
Chauhan Shikha	Will attend the process tomorrow	7838419188	shikha170
Yadav Ritik	Will attend the process tomorrow	9350832126	rkyade
Dhingra Sara	Will attend the process tomorrow	9318378396	saradhu
Deep Vijay	Will attend the process tomorrow	8512860560	deepvij
Yadav Harsh	Will attend the process tomorrow	9671736458	raohar


Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502


Principal
Dronacharya College of Engineering
Farukh Nagar - 122506

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Velocity HR [mailto:hr@velsof.com]

Sent: Thursday, October 7, 2021 5:46 PM

To: TPO

Cc: Nitin Srivastava; Ambuja Trivedi; Manish Kumar; principal@ggnindia.dronacharya.info

Subject: Re: JD for Freshers (Software Developer): Velocity Software Solutions Pvt Ltd

Hi Renu,

As per the discussion of online drive scheduled on **7th Oct,2021**. We have shortlisted a few students from your college for further interview process. Please inform students to get ready with their laptop, and also inform them to download any programming software in their laptop. Please share the date and timings to the students accordingly to attend the interview.

Please find the details below -

Name	Phone	Email address	Interview Date	Timings
bisht Saurabh	9716655386	saurabhsidd42@gmail.com	08-10-2021	10:15 AM
Bhardwaj Yash	9911238174	yash.bhardwaj0816@gmail.com	08-10-2021	10:15 AM
AHUJA ANKIT	9958056197	ankitahuja2305@gmail.com	08-10-2021	10:30 AM
Kathuria Radhika	9817480016	radhikakathuria0299@gmail.com	08-10-2021	10:30 AM
Chauhan Shikha	7838419188	shikha17052000@gmail.com	08-10-2021	10:45 AM
Yadav Ritik	9350832126	rkyadavu0@gmail.com	08-10-2021	10:45 AM
Dhingra Sara	9318378396	saradhingra3@gmail.com	08-10-2021	11:00 AM
. Mohit	9518488371	m7880899@gmail.com	08-10-2021	11:00 AM

Deep Vijay	8512860560	deepvijay94@gmail.com	08-10-2021	11:15 AM
Yadav Harsh	9671736458	raoharsh2k@gmail.com	08-10-2021	11:15 AM
Kumar Rishav	7011933513	rishav.dgi@gmail.com	08-10-2021	11:30 AM
Mishra Mridul	8534000289	mridulmishra2101@gmail.com	08-10-2021	11:30 AM
Gupta Rohit	9650170602	rohitgupta28082000@gmail.com	08-10-2021	11:45 AM
goel Annukirti	8178379915	annukirti2000@gmail.com	08-10-2021	11:45 AM
Maity Enjoy	8637538073	enjoymaity@gmail.com	08-10-2021	12:00 PM
Saharan Sachin	9996261601	saharansachin100@gmail.com	08-10-2021	12:00 PM

On Tue, Oct 5, 2021 at 6:23 PM TPO <tpo@ggnindia.dronacharya.info> wrote:

Good Evening Ma'am,

Noted with Thanks!!

Kind Regards,

Renu Dua

From: Velocity HR [mailto:hr@velsof.com]

Sent: Tuesday, October 5, 2021 3:28 PM

To: tpo@ggnindia.dronacharya.info

Cc: Nitin Srivastava; Ambuja Trivedi; Manish Kumar

Subject: Re: JD for Freshers (Software Developer): Velocity Software Solutions Pvt Ltd

Hi Renu,

As discussed over call, the drive will be conducted on **7th October 2021**.

Kindly ask all the interested candidates to join our Telegram Channel @velsofWalkin or <https://t.me/VelsofWalkin> to keep themselves updated on the online test slot and procedures on or before 7 October 2021 till 12PM.

Principal
Dronacharya College of Engg.
Farukh Nagar - 123602

On Fri, Oct 1, 2021 at 5:04 PM <tpo@ggnindia.dronacharya.info> wrote:

Dear Ma'am,

Greetings!!

Thank you so much for confirming the date.

Looking forward to selection process.

Thanks & Regards

Renu Dua

Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Velocity HR [mailto:hr@velsof.com]

Sent: Friday, October 1, 2021 4:39 PM

To: tpo@ggnindia.dronacharya.info

Cc: Manish Kumar; Nitin Srivastava; principal@ggnindia.dronacharya.info

Subject: Re: JD for Freshers (Software Developer): Velocity Software Solutions Pvt Ltd

A handwritten signature in blue ink, appearing to be 'Dua', written over a blue circular stamp.

Principal
Dronacharya College of Engg.
Barrukh Nagar - 122506

Hi Renu,

Thanks for sharing the list of the interested students,

As discussed over call, we will conduct this drive on **7th October 2021** and our team will coordinate with you the process of the drive.

Thanks

On Tue, Sep 21, 2021 at 10:47 PM <tpo@ggnindia.dronacharya.info> wrote:

Dear Team,

Greetings!!

Looking forward to schedule.

Kind Regards,

Renu Dua

From: tpo@ggnindia.dronacharya.info [mailto:tpo@ggnindia.dronacharya.info]
Sent: Sunday, September 19, 2021 12:27 PM
To: 'Velocity HR'
Cc: 'Manish Kumar'; 'Nitin Srivastava'; 'principal@ggnindia.dronacharya.info'
Subject: RE: JD for Freshers (Software Developer): Velocity Software Solutions Pvt Ltd

Dear Team,

Greetings!!


Principal
Dronacharya College of Engg.
Farukh Nagar - 120503

Please find attached database of interested students along with resume link for your kind reference.

Looking forward to schedule.

Thanks & Regards

Renu Dua

Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: tpo@ggnindia.dronacharya.info [mailto:tpo@ggnindia.dronacharya.info]
Sent: Thursday, September 16, 2021 5:56 PM
To: 'Velocity HR'
Cc: 'Manish Kumar'; 'Nitin Srivastava'; 'principal@ggnindia.dronacharya.info'
Subject: RE: JD for Freshers (Software Developer); Velocity Software Solutions Pvt Ltd

Dear Team,

Greetings!!


Principal
Dronacharya College of Engg.
Ferrukh Nagar - 122506

Thank you so much for sharing the opportunity.

We will share the database of interested students tomorrow.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Velocity HR [<mailto:hr@velsof.com>]

Sent: Thursday, September 16, 2021 10:11 AM

To: tpo@ggnindia.dronacharya.info

Cc: Manish Kumar; Nitin Srivastava

Subject: JD for Freshers (Software Developer): Velocity Software Solutions Pvt Ltd

Hi Renu,

As discussed over call, kindly find below the details for the Software Developer profile:-

Profile:- Software Developer

Salary:- 3,50,000 - 4,20,000 P.A


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Farukh Nagar - 122506

Qualification:- B.Tech/B.E.(Computer Science & Information Technology)/ MCA
Job Location: - Noida

Openings:- 20

Passing Year:- 2022

Job Description:-

- Hiring for C/C++/PHP/Java/Android/ iOS/ Dot Net Trainee, responsible to work on Live Projects
- Understand the client requirements and develop code customization
- Exposure to designing & development of applications
- Project Management

Desired Candidate:-

- CS/IT Freshers with B.Tech with min 65% marks in 10/12/B.Tech
- Good verbal/written communication skill
- Quick Learner & Capability to grasp new technologies
- Good Analytical, coding and communication skill
- Good in any one DB (MSSQL/MySQL/Oracle)
- **Candidates selected will have to sign a bond for 2Yrs**

Note:- Kindly share the relevant profile with us so we can further proceed for the interview.

--

Thanks & Regards

HR Department

Velocity Software Solutions Pvt Ltd

E-23, Sec 63, Noida- 201301

Web:- <http://www.velsof.com/>


Principal
Dronecharya College of Engg.
Farukh Nagar - 125009

Admission Dronacharya Group of Institutions

From: TPO <tpo@gnindia.dronacharya.info>
Sent: Tuesday, September 21, 2021 10:08 AM
To: tpo@ggnindia.dronacharya.info
Cc: 'Director Director'; principal@ggnindia.dronacharya.info
Subject: Regarding Selection at Vinove Software and Services|| Batch 2022
Attachments: image001.png; image002.gif

Dear Renu Ma'am,

Congratulations!!

Sharing the Selection details of Vinove Software and Services.

1. Mayank Tanwar

Company officials would be sharing a documentation email with him by today.

Thanks & Regards,

Richa Jaiswal

Training & Placement Officer,

Dronacharya Group of Institutions,

Phone: 0120-2322022

Extension: 227

Mobile: 8960322672, 9910380105

E-mail: tpo@gnindia.dronacharya.info

Website: www.dronacharya.info

Address: 27, Knowledge Park III – Greater Noida – 201 306 (U.P)



A Clean Environment is a Safe Environment.


Principal
Dronacharya College of Engg.
Farukh Nagar - 125609

१४ Satgure Ram Singh Ji Sahaye



VIRDI ENTERPRISES



• ALL TYPES OF ELECTRIC CAR-POWER WINDOW LIFTER & PARTS • ALL TYPES OF AUTO ELECTRICAL PARTS • DRAW OUT PANEL ACCESSORIES & ELECTRICAL PARTS.
• AIR CIRCUIT BREAKER PARTS & HT PANEL PART • MCB PARTS • MCB PARTS • DISTRIBUTION BOX-6 WAY - 24 WAY & SPV. TPN ETC.
• ALL TYPES OF SHEET METAL COMPONENTS • PLASTIC COMPONENTS • LESER COMPONENT • CNC TURNING COMPONENTS • DOOR HING PARTS.

• Ref. No. LOA/097/0819

To,

Mr. Gyan Singh

E-79 Vishnu Garden, Tikak Nagar

New Delhi-110018

Date: 28.09.2021

Sub: Offer of Appointment

Dear Mr. Gyan Singh,

This refers to your application and subsequent interview with us. We thank you for meeting us to pursue an employment opportunity with us. Based on the representation made by you in the application and the testimonials/educational certificates annexed thereto, we are pleased to offer you the job of Design Engineer on probation period of six months initially, at a salary of Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only) per month, all-inclusive. You will be permanently appointed after the probation period, drawing a salary of Rs.20, 500/- (Rupees twenty Thousand five hundred Only). You are required to report at the reception at Plot No -331, Phase -3 sector -53, Kundli industrial area, Sonapat, Haryana. The appointment shall become effective from the date of joining, you are advised to report for duty on 01.10.2021, and submit your joining report at Reception and complete The joining formalities.

Please also submit the following:-

- 1) 4 Passport size photographs.
- 2) Self-attested copy of all educational certificates and mark lists
- 3) Proof of Date of Birth
- 4) Copy of Aadhar card
- 5) Copy of PAN card

Please note that you shall be notified about your duty and responsibilities at the time of joining. Apart from the Appointment Letter, you shall also be bound by the Service agreement/Service Rules, issued by the management from time to time. In case you do not join duty on 16.10.2021 and confirm the acceptance of this offer, it shall be assumed that the offer is not acceptable to you and it shall be automatically treated as withdrawn. Looking forward to your joining the organization and wishing you a successful career

Thanking you,

Yours sincerely,

For Virdi Enterprises-




Principal
Dr. Pracharya College of Engg.
Barrakh Nagar - 128808

UNIT I :- PLOT NO - 331, PH.3, KUNDLI INDUSTRIAL AREA, HSIIDC, SONEPAT (HARYANA)-131028
UNIT II :- C-58. POCKET-K. SECTOR-1 BAWANA INDUSTRIAL AREA. DELHI-110039

ANNEXURE - S
PRELIMINARY PERIOD (FIRST THREE MONTHS) FROM DATE OF JOINING

Particulars	Monthly
Salary	20,000

**STANDARD PAY PACKAGE DURING PROBATION PERIOD (SIX MONTHS)
AFTER COMPLETING PRELIMINARY PERIOD.**

Particulars	Monthly	Yearly
Basic Salary	3,600	43,200
House Rent Allowance	1,800	21,600
Conveyance	1,600	19,200
Medical Reimbursements	1,250	15,000
Gift Voucher allowance	417	5,004
Maximum Special Allowance (MSA)	12,982	155,784
Bonus	2,351	28,212
Gross Salary	24,000	2,88,000
Provident Fund (Employer's Contribution)#	1800	21,600
Gratuity*		2075
Longevity Bonus*		25,000
Annual Component		20,000
Health Insurance		5028
CTC	30,142	3,61,703

- **House Rent Allowance (HRA)*** becomes taxable in the absence of House Rent Receipt
- **Maximum Special Allowance (MSA)*** is paid as "Flexi Package" and subject to Tax Deductions at source.
- **Annual Component#** will be released after the completion of one year with the company subject to active employment (exclusive of notice period. amount due for probationary period will be released)
- **Training Expenses:** The Company will be incurring expenses of Rs. 150,000 on training, certification, Salary etc. however the company shall be recovering the same from you, should you resign from the organization before 21months (from the date of joining). An agreement on the stamp paper, and the Letter of Undertaking along with security cheques /Bank Guarantee to be provided at the time of joining.
- **Longevity Bonus:** Released after successful completion of two, four & six years (exclusive of notice period, amount due for probationary period will be released)
- **Gratuity:** As per statutory norms
- **Health Insurance:** Cover of Rs.300,000 (Three lakhs).


 Principal
 Dronacharya College of Engg.
 Farrukh Nagar - 123800

**STANDARD PAY PACKAGE AFTER CONFIRMATION AND
COMPLETING PROBATION PERIOD.**

Particulars	Monthly	Yearly
Basic Salary	4,800	57,600
House Rent Allowance	2,400	28,800
Conveyance	1,600	19,200
Medical Reimbursements	1,250	15,000
Gift Voucher allowance	417	5,004
Maximum Special Allowance (MSA)	16,734	200,808
Bonus	4,799	57,588
Gross Salary	32,000	384,000
Provident Fund (Employer's Contribution)#	1800	21,600
Gratuity*		2075
Longevity Bonus*		25,000
Learning & Dev. Incentive*		48,000
Annual Component		20,000
Health Insurance		5028
CTC	42,142	505,703

- **House Rent Allowance (HRA)*** becomes taxable in the absence of House Rent Receipt
- **Maximum Special Allowance (MSA)*** is paid as "Flexi Package" and subject to Tax Deductions at source.
- **Annual Component#** will be released after the completion of one year with the company subject to active employment (exclusive of notice period)
- **Training Expenses:** The Company will be incurring expenses of Rs. 150,000 on training, certification, Salary etc. however the company shall be recovering the same from you, should you resign from the organization before 21months (from the date of joining). An agreement on the stamp paper, and the Letter of Undertaking along with security cheques /Bank Guarantee to be provided at the time of joining.
- **Longevity Bonus:** Released after successful completion of two, four & six years (exclusive of notice period)
- **Gratuity:** As per statutory norms
- **Health Insurance:** Cover of Rs.300,000 (Three lakhs).
- **Reviews:** Annual reviews from the date of confirmation

Accepted by,

Kirti Sindhvani

Date:



Principal
Dronacharya College of Engg.
Farukh Nagar - 122005



Virtuos Digital Ltd.
308-311 Emaar Digital Greens Tower A,
Golf Course Ext. Road, Sector 61
Gurugram 122098 Haryana India.
Ph: 124-4985500 (30 lines) Extn 513
hr@virtuos.com | www.virtuos.com
CIN: U72200AP2008PTC05722
Ref No: GGM/VOA/2203/VC-06
Date: March 28th 2022

Virtuos Offer of Appointment

To,

Ms Kirti Sindhwani
HNo 183, 4 Marla, Model Town, Gurgaon-122001
Mobile: 8076358500
Email: kirtisindhwani96@gmail.com

Dear Kirti,

Congratulations and welcome to Virtuos Digital. We trust that your qualifications, skills, and experience will be amongst our most valuable assets, and we look forward to an enriching and mutually beneficial association with you.

1. OFFER OF EMPLOYMENT

We are pleased to offer you the position of “**Software Engineer / Developer - Trainee**” contingent on the successful completion of your background screening which may include a personal history/reference check, verification of education, and work track record. If the results of your background check reveal information that is inconsistent with our standards or if contrary to the information given by yourself, this offer may be withdrawn or your appointment with the Company may be subject to immediate termination without notice.

Please note that the employment terms and conditions contained in this offer of the appointment letter and the Spectacular HR – The Employee Handbook are subject to the Company policies in force from time to time.

Your appointment shall be effective from the date of your joining which shall be (no later than/on or before) April 4th, 2022

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Principal
Drongacharya College of Engg.
Farukh Nagar - 122003



2. OUR VALUES AT VIRTUOS

Our Core values are Virtuosity, Veracity, and Velocity. Virtuosity includes new skills, imagination, tenacity to perform and excel. Veracity is about integrity, trust, and how we treat our employees, customers, and extended networks. Velocity is about the speed of execution by mobilizing resources like people, time, technologies, and processes.

We believe in offering an inspiring combination of growth prospects, continuous innovation, fair play, and happy work culture. Our unique h-a-p-p-i-e-s-s-t-s building blocks define the characteristics of our culture.

3. EMPLOYMENT DETAILS

Your Date of Joining (DOJ): 4th April 2022, 10 AM (Indian Standard Time)
Designation/Grade: Software Engineer / Developer - Trainee
Division/Department: Consultare
Reporting Office/Location: 308-311 Emaar Digital Greens Tower A Golf Course Ext. Road Sector 61 Gurugram 122102 Haryana India.
Reporting Manager*: Mr Amarinder Singh, Director Delivery, am.singh@virtuos.com
Attire: Business Smart Between Monday to Thursday
Business Casuals On Friday

**Your reporting manager may be changed from time to time during the tenure of your employment as per the needs of the Company.*

If you are unable to join the Company on the specified date above, the offer of your employment will be withdrawn without further intimation.

PRELIMINARY PERIOD: There will be a Preliminary period for a minimum of three months upon your joining of the Company to assess skills and design an induction program. The Company shall be imparting necessary knowledge and skills for you to assume the position as cited in this Offer Letter. During the preliminary period, the Company will evaluate your performance periodically to assess your uptake on the learning and ascertain eligibility for induction into the Company's Springboard Program.

PROBATION PERIOD: Upon successful completion of the preliminary period, there will be a probation period of six months, which shall be extended at the discretion of the Company after evaluating the performance. Your employment will stand confirmed if in the opinion of the Company you are found suitable and appropriately skilled for the appointed position.

During the probation period, the Employee will not be entitled to terminate this Agreement and any violation of the same will result in forfeiture of professional fee, withholding of experience certificate as the Employer shall be investing significantly in time and money on the Employee. The Employer reserves the right to terminate the services of the Employee at any time during the probationary period if the Employee is found incompetent for the position, indiscipline or for any other reason of violation of the terms and conditions of

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Dronacharya College of Engg.
Farukh Nagar - 122603



this offer of employment, without notice of termination.

B) You are liable to be transferred from one job to another Job or from one department to another department or from one establishment to another establishment or you could be outsourced to work on projects if required by the Management. You shall do such other work, which will be assigned to you by the Management from time to time. Any such changes in assignment, transition, or transfer, you will not automatically be entitled to any additional remuneration, allowance, compensation, or other sums in respect thereof.

C) You also expressly agree with the Company that your service is transferable provisionally for any duration or permanently, wholly, or partly to any other company which is or at the material time may be an associate, affiliate, successor, customer, assignee or subsidiary or principal contractor, or the latter having a controlling interest in the Company.

D) Your job can be assigned to serve Business units, customers, partners, or associates in India or abroad as per the time zones of the respective geographies. In the event of transfer or assignment of your job, the terms and conditions governing your employment/service shall be those applicable at the other Business/ Company.

E) The retirement age is 60 years; however, the Company may retain some of its outgoing employees for rendering services on a part-time or consultancy basis. Any such engagement shall be outside of the scope of this Employment Offer of Appointment.

F) This is full-time employment with the Company. As an employee of the Company, you agree to devote your best efforts to further the best interests of the company. You shall devote yourself exclusively to the Business and Operations of the company. During your employment with the Company, you will not, without the prior written approval from the HR department of the Company, take up any other work, assignment or project for remuneration (part-time or otherwise).

G) Further, during your employment with the Company, you will not, without the prior written approval from the HR department of the Company, (i) take up any work, assignment, or project on a pro bono basis (part-time or otherwise) or (ii) work in an advisory capacity or (iii) author any book or article or other publication or conduct any training, workshop, or presentation.

H) You shall remain "apolitical" and shall not have any affiliation directly or indirectly with any political party, religious or activist groups.

The approval for Paragraph 3(G) above shall be granted at the absolute discretion of the HR department and on a case to case basis.

I) If such work or assignment or project under 3(G) above: (i) applies or involves or uses, in any manner and to any extent, the know-how or trade secrets, other intellectual property (IP) rights or the proprietary or confidential information of the Company, or (ii) is defamatory for or prejudicial to the interest of, the company, its management or any of its employees, then you will not be permitted to take up such work or assignment or project. The HR department shall determine whether such work or assignment or

Virtuos Employment Offer Letter. Confidential.


Principal
Dronacherya College of Engg.
Farrukh Nagar - 120503



project is covered by paragraph 3G (i) or (ii) above and such determination shall be final and binding on the employee.

J) The Term of the Employment shall commence the date of acceptance of the Offer letter and shall continue in full force for the duration of survival of this Agreement, up to and including the last day of employment. The Confidentiality clause shall survive even after the termination of the employment.

4) COMPENSATION & APPRAISALS

A) Your annual compensation on Cost-To-Company (CTC) basis is as per Annexure S. The compensation structure along with the break-up is provided in Annexure – S (part of this offer letter) attached herewith. Employee Benefits that include annual components, incentives, and bonuses shall be provided to you if you are an Active Employee, as defined in section 17 of this offer letter.

B) Company offers 360 Outlook Performance Appraisals on annual basis or periodically at the discretion of the Company to review Performance based on various success factors outlined in “Objectives & Key Results and Experiences” (OKRX) records which you will be maintaining. The 360 Outlook Performance Appraisal will be conducted independently by your Manager/ Supervisors jointly with the HR Department by reviewing your Return on the Investment (ROI); your learning of new skills for Business; your value proposition & alignment and your impact on the Customer Revenue or Success.

C) The Company offers increments or changes in grades subject to review of your past performance meeting the success criteria as above and/or your potential for the development of the Company.

5) COMPANY PROJECTS AND PROGRAMS

A) Virtuos is in the Business of delivering continuous “Customer Success” and “Innovation” by way of fixed or scoped projects/programs using its people, technologies, and partners. If you are chosen to be part of any project/program, you will provide your utmost commitment to the success of the project/program ensuring that there's no Disruption or Business Discontinuity or Unavailability of your services till the completion of the project/program.

B) The Company offers “Incentives” to the eligible and committed employees who are constantly reinventing themselves and participating in Projects/Programs Commitment (PPC) from the start to final delivery. The details of “Incentives” are mentioned in Annexure – I (Part of this Offer Letter).

C) You agree and acknowledge that obligations of the commitment under paragraph 5(A) above do not violate your freedom to work and are considered by you to be reasonable in all circumstances.

6) LEARNING & DEVELOPMENT (L&D)

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Principal
Dronacharya College of Engg
Farukh Nagar - 120805



You will undergo required training/learning in person or directly through sponsored partners' websites, E-learning Portals/Platforms or Wundero from time to time as the requirement for your job performance. You will be sponsored for workshops, events and summits both in India or abroad for the development of skills and exposure to new technologies, trends and avenues. The Learning & Development (L&D) Programs will involve financial costs and opportunity costs to the company, and you as the beneficiary of the company are required to provide Return On Investment (ROI).

A) The company will bear all the costs of Learning & Development (L&D) at its discretion if the employee remains employed in the company for a period of one year from the date of training/certification/participation in the event or summit whichever is later to provide reasonable Return On Investment (ROI).

B) You will have an obligation to pay for all the costs associated with subscription, access, training, events, summits, self-learning (during the company working hours), and certification if you have not fulfilled the prerequisites of the Learning & Development (L&D).

C) You have a right to seek a position that does not need any Learning & Development (L&D) linked commitment period, however you are required to fend for Training, and Learning & Development (L&D) programs on your own as per the skill requirements of the company from time to time. As an employee, you will constantly remain "future-fit" with knowledge and new skills to continue serving the business needs of the Company.

You agree that there's no compulsion or coercion to agree to the conditions of 6A, 6B together with 6C, and these terms will not prevent your freedom of work, however, the lack of skills, timely certifications or accreditations required to fulfil the job responsibilities shall impact the company to remain competitive and relevant to the business needs of the Company.

7) EMPLOYEE BENEFITS

You will be entitled to employee benefits under the Company's applicable policies and subject to applicable terms and conditions, which are specific to the department and may vary from region to region. The absence of any specific policy for any reason does not imply the automatic application of a policy for the department or region unless so specified. Employee benefits are offered to only Active Employees (AE) as defined in section-17 of this offer letter.

A) Health Insurance: You will opt for health insurance cover of Rs 3,00,000 (Three Lakhs) for yourself, spouse and children. The premium (subject to a maximum of Rs 5028 per annum) whereof shall be paid for by the Company with yourself/family being the beneficiary. If you are eligible as per your category you may be covered under the purview of the "ESI Act".

B) Leaves

i) You are entitled to a total of 06 (Six) Leaves during the initial probation period (post preliminary training) of 6 (six) months or any extended period, however, 1st leave is allowed only after completing 30 days of working after the completion of the preliminary period).

Virtuos Employment Offer Letter. Confidential.

Principal
Dronacharya College of Engg.
Farukh Nagar - 120506



ii) Upon being confirmed as Qualified Employee (QE) after completing the probation period successfully, you will be entitled to avail 7 (Seven) Casual Paid Leave, 7 (Seven) Sick Leaves and 7 (Seven) Earned Leaves per annum in the Financial Year Period.

iii) You can avail of holidays as per the company's holiday list published every calendar year or the same can be accessed at myvirtuos.com HR portal.

C) Provident Fund: You will participate in the Company Provident Fund (PF) Scheme at your option as per the rules and policies applicable to your category of employees.

D) Leave Travel Assistance (LTA): You will receive LTA benefits once you become eligible as per the policy of the company.

E) Gratuity: You will receive Gratuity as per the applicable norms of the Company and statutory laws in force from time to time. The gratuity amount is mentioned in your Annexure – S (part of this offer letter).

F) Maternity/Paternity Benefits

i) Qualified Employees—Female employees can avail of Maternity Leave up to 26 weeks(subject to change as per statutory laws of India), out of which a maximum of 6 weeks of leave can precede the expected date of delivery.

ii) Qualified Employees—Male would be eligible for Paternity Leave of 5 (five) days subject to below stated terms & conditions.

Your acceptance of this offer shall constitute your understanding and acceptance that the aforesaid compensation, incentive, benefits, etc. are not disbursed/given as a matter of right and are rewards subject to the discretion of the management of the Company.

8) JOB SCOPE; JOB DESCRIPTION AND WORKING HOURS

A) Job Scope

i) You will perform all such duties & functions (primary in nature) which are inherent in the position and within your area/scope of expertise and such other additional duties & functions (secondary in nature) which the Company may call upon you to perform from time to time.

ii) You understand and agree that during the Term of your Employment, you shall personally render the services as the Company may reasonably request and not assign these to any third parties, other people or entities.

iii) Given the nature of the Company's business, "quality and timeliness of work" is crucial. Non-adherence to the same is viewed as a gross form of negligence & in-discipline and will be treated accordingly

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Principal
Dronacharya College of Engg.
Farrukh Nagar - 120505



B) Job Description: Your Job description is detailed out in Annexure – J (part of this offer letter), which shall be subject to change from time to time at the discretion of the Company. Whenever a new Annexure –J is issued (contextual to change in your designation or job profile), the same will be appended to this Offer of Employment Letter by maintaining versions such as J1, J2, etc.

C) Working Hours

i) You will be working – Monday through Friday spending about 8.5 hours in each working day (while working at the office premises) or 9.0 hours in each working day (when working from home/outside the office premises as and when permitted). The working hours (also measured as “logged in productive hours”) are excluding any breaks taken towards breakfast, lunch, tea/coffee, snacks, refreshments, and any other personal activities).

ii) Company treats Saturday as optionally off and Sunday compulsorily off, however, should there be an important or critical work related to the client, connected learning/training, knowledge transfer, official travel, or any workshop/event which can't be postponed, an employee has an obligation to fulfil the requirements unconditionally.

iii) An employee is expected to complete 48 (forty-eight) hours of working (or productive logged in hours as measured) per week (excluding breaks), and in which 7 to 8 hours (seven to eight) (3 hours during the weekdays and 4 to 5 hours on each Saturday) is mandatory for connected learning of new competencies or skills. Such learning can be instructor-led or self-paced using agile and connected learning models as per the company's Learning and Development (L&D) programs cited in section 6 of this offer letter.

iv) You will choose 30 minutes of lunch break between 1 AM and 2 PM at your discretion in alignment with the rest of the team members for maintaining collaborative work culture.

9) TERMINATION

You are considered as an Active Employee (AE) of Virtuos Digital until either you or the Company provides a written notice for termination to the other party under this clause.

A) The Company may terminate your services by giving prior written notice as under. In the event you desire to leave the services of the Company, you will be required to give the Company prior notice in writing as under by fulfilling the additional requirements.

NOTICE PERIOD BY THE EMPLOYER OR THE EMPLOYEE

- i) During the Preliminary Period: 7 (Seven) Calendar Days
- ii) During the Probation Period: 30 (Thirty) Calendar Days (i.e, One calendar month)
- iii) After the Probation Period: 60 Calendar days (i.e, Two calendar months)
- iv) After completing one year (after probation): 90 Calendar days (i.e, Three calendar months)

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Farukh Nagar - 123506



NOTE: If you resign from the services anytime before completing 3 months of the preliminary period, 6 months of the probation period or 12 months after the probation period, you will be required to deposit the training costs, salary drawn during the preliminary period, administrative costs incurred as per the Springboard Program.

B) Upon the receipt of notice of termination, the employee shares intent to end the employment with the company and thus ceases to be an active employee in "good standing". The employee will no longer be eligible to avail entire pending/unreceived benefits such as annual component, joining bonus, learning & development or incentives etc which are committed for a period of "X" months (or a fixed period)

C) The notice period can not be shortened by adjusting any accrued leaves. The same can be encashed at the basic salary after the completion of the notice to the satisfaction of the company.

D) The notice period (NP) is effective from the date of acknowledgement by the HR, which will usually be the following business day after the receipt of the termination notice. During the notice period, you shall not automatically avail of any casual or paid leaves (except you are sick) unless otherwise approved by the HR/Manager in view of transition-related contingencies. If any leaves are allowed during the notice period, then your date of relieving shall be extended by the same number of days of leaves taken by you.

E) If you are part of any project or program (fixed or scoped) with the customer or other departments of the Company, your notice period will become 90 (Ninety) Days automatically. The 90 Days' notice period shall continue to be valid throughout the tenure of the project/program execution period. If the company terminates your services while you are on the active project/program, 90 Days' notice period shall be applicable.

F) If you are part of any critical project (duration of the project is not more than four months) where resources are limited, you hereby commit to remaining as an active employee till the delivery and Golive of the project.

G) Your employment shall terminate automatically upon you attaining the age of sixty (60) years; or upon death or Permanent Disability.

For the purpose of this employment offer letter, the term "Permanent Disability" shall mean incapacitation or impairment due to any accidental bodily injury, adverse sickness or fatal disease or any mental illness or disorder, continuing for more than one hundred and eighty (90) days (which need not be consecutive) in any twelve (12) month period which is certified as such by a qualified medical practitioner selected by the Company.

H) Notwithstanding anything contained herein, the Company reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct or negligence or have committed any breach of the terms of Employment or have generally acted or failed to act in a manner, whereby the management of the Company has lost faith in you. Such action of summary termination may at the option of and in the sole discretion of the Company, be preceded by reasonable opportunity to be heard.

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Barrukh Nagar - 123506



I) You may be terminated without notice or payment in lieu of notice if you are adjudged insolvent or applying to be adjudged as insolvent or making compensation or arrangement with the creditors or being found guilty by a competent court of any offence involving moral turpitude and if

- i. Any information provided to the company in the application for Job or during the course of the employment was found wrong and have intentionally provided wrong information.
- ii. Continuous non-performance (below significant thresholds or below 50% of the performance expected) in spite of Performance Improvement Plan (PIP) or notices.

10) EXECUTION OF BOND

This offer of employment is subject to your executing a bond in the prescribed proforma with Virtuos Digital Ltd on or before joining the company. You will be required to pay liquidated damages of Rs.150,000 (One Lakh Fifty-Five Thousand Only) incurred towards your training costs, salary received during the preliminary period and other administrative costs as cited in the Springboard Program if:


- i) you discontinue or resign from the employment anytime (for whatsoever reasons) during the initial preliminary/training period of three months, or during the probation period or before completing one year after the completion of the probation period (i.e, anytime before completing 21 months from the date of joining)
- ii) you willfully default on meeting the requirements of this Springboard program.
- iii) you are guilty of misconduct or negligence or have committed any breach of the terms of Employment or have generally acted or failed to act in a manner, whereby the management of the Company has lost faith in you.

11) SEPARATION PROCESS (AFTER TERMINATION)

On termination of your employment in any manner whatsoever, you will immediately handover before you are relieved, all correspondence, specifications, formulae, books, documents, data, literature, drawings, effects or records, subscription services/passwords, any electronic gadgets including laptop, mobiles, SIM Cards, Tablets, Accessories, storage devices, etc., belonging to the company or relating to its business and shall not make or retain any copies of these items.

A) In case, you resign from your position at Virtuos Digital Ltd. (Company) within one (1) year of your Joining Date after the preliminary (or probation) period, you are required to return to the company, the total

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Rajurki Nagar - 120505



amount offered as a joining bonus, Learning & Development Incentives and any other Annual components you may have received in good faith.

B) You will participate in completing all the exit formalities of the company as per the policy to ensure a smooth transition to the successor by providing Knowledge Transfer (KT) to the entire satisfaction of the receiver of KT and your manager/supervisor.

C) You may be asked to work from the office compulsorily during the notice period to ensure a smooth transition and timely collaboration and if you were provided with any Work-From-Home/Anywhere privileges prior to the termination of your services, the same shall be withdrawn at the discretion of the company. If the public or other transportation services are suspended, you are required to commute to the office at your own cost using other safe/personal modes of transportation.

D) During the notice period, the company may additionally install security or monitoring tools in your system to ensure the transition of Knowledge Transfer (KT) is productive, and the data and information is secure and safe.

12) NON-COMPETE AND NON-SOLICITATION

A) Non-Compete: You agree and undertake that for a period of one (1) year from the Termination Date (the last working day as notified by HR/Manager) of your employment with the company in any manner whatsoever, you will not, directly or indirectly be concerned in any business or activities which competes with the business or activities of the company or any part thereof. Thus, you will not work directly or indirectly for customers, competitors, existing partners or suppliers to avoid conflict of interest.

B) Non-Solicitation: You agree and undertake that for a period of one (1) year from the Termination Date of your employment (the last working day) with the company in any manner whatsoever, you will not, directly, or indirectly:

i) solicit or entice business from the existing or immediate past clients, associates, and business partners for providing goods or services which are competitive in nature.

ii) influence or entice existing employees who are skilled or leading managerial or consulting projects offering placement or partnerships. This clause is also applicable for the past employees who resigned 12 (twelve) months ago.

iii) seek jobs or apply for a job with a company where your former team-mate or former manager (or former colleague in your department or coterie) has recently joined (joined in the last twelve months) without prior permission from the Company.

(C) You agree and acknowledge that:

i) your obligations as set out in 12(A) and 12(B), above extend to you, acting not only on your own account but

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Dronacharya College of Engg
Farukh Nager - 120900



also on behalf of any other firm, company or other person or entity, and whether alone or jointly with any person, partner, director, designated partner, manager, shareholder (Holding more than (two per cent) 2% interest in the company), employee, secondee, consultant or agent of any other person or entity and shall apply whether you act directly or indirectly; and

ii) the restrictions contained above represent a partial restriction to work and do not violate your freedom to work and are considered by you to be reasonable in all circumstances.

13. CONFLICT OF INTEREST

A) It is intended to avoid conflict between your interest as an employee, and the interest of the company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company. Further, if any conflict of interest does arise in future, you will promptly report the same to the HR Associate of your team and the HR department at hr@virtuos.com.

Without prejudice to the provisions of Clause 3 (D), 3 (E), and 3 (F) during your employment with the company, you will not engage in activity that:

- (a) conflicts with the company's business interests.
- (b) interferes with the proper and efficient performance of your duties in relation to the company, or
- (c) interferes with the independent exercise of your judgment in the company's best interests.

B) Obligations to Third Parties:

i) In your work for the Company, you will be prohibited from using or disclosing any confidential, proprietary or trade secret information of any former employer or another person to whom you have an obligation of confidentiality. Rather, you will be required to use only information that is generally known and used by persons with training and experience comparable to your own, is common knowledge in the industry or otherwise legally in the public domain or is otherwise provided or developed by the Company. You agree that you will not bring onto Company premises or use in your work for the Company any unpublished documents or property belonging to any former employer or third party that you are not authorized to use and disclose.

ii) You further represent that when working for the Company, you will not violate the terms of any restrictive contract you might have signed with a former employer or another person. By accepting employment with the Company, you are representing that you will be able to perform your job duties within these parameters.

iii) In the event any previous employer of yours alleges that your joining the Company is a breach of a non-compete or other restrictive-covenant agreement between you and that employer, you understand that the Company will not indemnify you or pay for your representation against any such claims. You further understand that if a court or arbitrator determines or mandates that you may not work for the Company for a period of time as a result of a restrictive covenant that you signed with a previous employer, you will not be entitled to any pay or equity vesting from the Company during that period and the Company may terminate

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Farukh Nagar - 123606



your employment. You understand that you are responsible for obtaining your own legal advice on the enforceability and extent of any restrictive covenants you have signed with any former employer.

14. PROTECTION OF INTEREST

You agree to abide by the terms of the Non-Disclosure Agreement (NDA), *inter alia*, in relation to Innovations (as defined under the NDA) and protection of the company's rights and interests in relation to such Intellectual Property (IP). The NDA will become applicable to you from the date of joining and you shall abide by its terms in the interest of the Company. Without prejudice to your obligations under this offer letter or the NDA, you further agree and undertake to refrain from disclosing or sharing the business ideas, innovations/inventions, any part thereof or any information in relation thereto, including the existence of such Invention, or any other information the disclosure of which might harm or destroy the competitive advantage of or prejudice the business interests of the Company.

You further agree to indemnify the Employer, its directors, officers, and affiliates from and against any damages, losses, liabilities, claims, actions or cause of actions sustained or suffered due to illegal actions or misconduct of the Employee.

15. CONFIDENTIAL INFORMATION & NON-DISCLOSURE AGREEMENT

A) You will protect confidential, proprietary, and other information of the company, in accordance with the provisions of the non-disclosure agreement executed by you with the company ("NDA").

B) You will not, during or after the term of employment, in whole or in part, disclose any of the Company's trade secrets and confidential and proprietary information to any person, firm, corporation, association or other entity for any reason or purpose whatsoever. The obligation of confidentiality shall apply equally to any, and all confidential or proprietary information of the customers/clients or associates of the Company that may be disclosed to you during the course of your employment.

16. GENERAL PROVISIONS

A) As an employee in the full-time employment of the Company, you will be obliged to devote your entire time, attention, and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself or devote your time or attention to any employment, business, or position of monetary interest, other than that of the Company.

B) You shall, in addition to the terms and conditions of employment specifically stated herein, also be governed by the rules, regulations and such other practices, systems, procedures, and policies framed, amended, modified or omitted by the Company from time to time. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable to you from time to time.

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Farukh Nagar - 120603



You are expected during the course of your employment to be aware of and seek to be informed of all applicable terms and conditions, policies, rules, regulations, norms, etc. and ignorance or plea of noncommunication would not be considered.

C) The terms of this Employment Offer are strictly confidential and should be treated as privileged information between you and the Company. You are expected to maintain such information appropriately.

D) We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be terminated from services without any prior notice. In such event at any time during the course of your employment, the employee compensation due and benefits as cited in Clauses 4 and 7 will be forfeited. If the severity of non-disclosure is high in the opinion of the Company, then the Company at its discretion may also initiate clawback measures.

E) You warrant that you are not prevented by a court or any other administrative or judicial order from providing services required under this agreement. If you are a citizen of another country, you confirm that you have a valid work permit to work in the country of posting – India.

F) Your employment terms may be specifically enforced legally if required. In this connection, if any of the provisions of this Offer of Appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions shall continue in full force and effect.

17. DEFINITIONS AND INTERPRETATIONS

“**Confidential Information**” means and includes, information and idea in whatever form, whether tangible or intangible, which is confidential and proprietary to the Company and/or its Affiliates and/or to certain third parties with which the Company and/or its Affiliates have relationships, and disclosed to or obtained by the Employee from the Company and/or its Affiliates and/or such third parties, whether (without limitation) in graphic, written, electronic or machine-readable form on any media or orally and whether or not the information is expressly stated to be confidential or marked as such and includes, but is not limited to information of value or significance to the Company and/or its Affiliates and/or its Competitors (present or potential). The following information is included, without limitation, in the definition of Confidential Information:

- i. Intellectual Property including information relating thereto or any part thereof; any devices designed by the Company and/or its Affiliate to prevent unauthorized copying thereof; trade or business secrets of Company and/or its Affiliate(s);
- ii. Data of past, present or prospective customers/ representatives/suppliers/distributors/agents/licensees (whether in India or abroad) of the Company and/or its Affiliate(s) including their names, addresses, sales figures and sales conditions of Company;
- iii. Research and technological data used in conducting the Business, including details as to procurement, distribution, manufacturing processes, procedures and strategies, the fees, discounts, commissions and other credits of the Company and/or Affiliate(s);
- iv. Business data, particularly data relating to new projects, services, promotion campaigns, plans for future development, pricing agreements and joint ventures in which the Company and/or its Affiliates is/are involved;
- v. All data in respect of employees, consultants, agents, representatives of the Company and/or its Affiliates including details of their effectiveness and compensation, and commission;
- vi. Financial data, in particular, concerning budgets, the fees and revenue calculations, costs, market & sales figures, bids, financial statements, costing, profits, profit margins, profit expectations and inventories of the Company and/or its

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Bhanecharya College of Engg
Farrukh Nagar - 126003



Affiliates,

- vii. The information which, to the Employee's knowledge, is not intended by the Company for general dissemination;
- viii. Information received by the Company and/or its Affiliate from third parties under an obligation of confidentiality;
- ix. Any information derived from any of the above;
- x. Any copies of the above-mentioned information;

Confidential does not include if (i) that is in the public domain other than by Employee's breach of this Agreement and/or of any other agreement to which the Employee is bound by, (ii) that was previously known by Employee, as established by written records of the Employee prior to receipt of such information from the Company or the Employee brings in, as part of the knowledge that he has gained as experience through any past employment/s; (iii) that was lawfully obtained by the Employee from a third party without any obligations of confidentiality to Company; (iv) that was developed by the Employee independent of the Confidential Information, and (v) disclosed to the Employee by the Company without confidential or proprietary restriction.

"Intellectual Property" includes ideas, concepts, creations, discoveries, inventions, improvements, know-how, trade or business secrets; trademarks, service marks, designs, utility models, tools, devices, models, methods, procedures, processes, systems, principles, works of authorship, flowcharts, drawings, books, papers, models, sketches, formulas, teaching techniques, electronic codes, proprietary techniques, research projects, and other confidential and proprietary information, computer programming code, databases, software programs, data, documents, instruction manuals, records, memoranda, notes, user guides; in either printed or machine-readable form, whether or not copyrightable or patentable or any written or verbal instructions or comments in as much as it is relevant to the Business.

"Intellectual Property Rights" includes

- i. All rights, title, and interest under any statute or under common law including patent rights; copyrights and any similar rights in respect of Intellectual Property, anywhere in the world whether negotiable or not;
- ii. Any licenses, permissions and grants in connection therewith;
- iii. Applications for any of the foregoing and the right to apply for them in any part of the world;
- iv. Right to obtain and hold appropriate registrations in Intellectual Property and,
- v. All extensions and renewals thereof
- vi. Causes of action in the past, present or future, related thereto including the rights to damages and profits, due or accrued, arising out of past, present or future infringements or violations thereof and the right to sue for and recover the same in as much as it is relevant to the Business.


"Offer Letter" means the letter issued by the Company to the Employee which sets out the details and manner of the remuneration, benefits, and other terms and conditions of joining.

"Salary" includes wages, any annuity or pension, any gratuity, any fees, commission or profits in lieu of or in addition to any salary or wages, any advance of salary, any payment received by an Employee in respect of any period of leave not availed by him and/or as mentioned in Offer Letter issued by the Company.

"Designation" means a description, name, or title that is given to someone or something related to the profession or position in the Company, and this denotes the nature of the job performed in brief by the employee.

"Connected Learning" is a type of learning where an employee has an opportunity to pursue a personal interest and passion so that learning in the projects are linked to academic achievements, career success or civic engagement. Connected Learning at Virtuos is related to upgrading skills and knowledge in an area where the employee is already engaged.

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Farukh Nagar - 120505



"Project" is a piece of planned work or an activity that is finished over a period of time and intended to achieve a particular purpose with customers, internal stakeholders or other associates. Fixed Project is the one where the scope and timelines are "fixed" and "Scoped" Projects are those where the scope is defined but the timeline is not defined.

"Termination Date" means the date on which the notice period expires or the date on which the Employee is asked to discontinue services, whichever is earlier.

"Termination Notice" means the notice, given by the Company to Employees or given by the Employee to the Company, as the case may be.

"Customer" means an entity or an organization/individual that has bought products and services from the Company contributing to the latter's Profit. Customers may also include prospects who potentially buy services or products and contribute to the profit of the company.

"Partner" means an entity or an organization/individual that has directly or indirectly sold services or products to the company or been associated with the company for any business kind of activity. Partner can be a supplier or vendor as well.

"Group" means a set of companies where the directors are common or share common office premises. Subsidiaries or Affiliate companies can also be part of the group.

"Active Employee" means an employee is actively in the full-time job and employment without being on long-leave or unapproved leave or in a state of resignation or termination. Often an *active employee in good standing* refers to an employee who has not violated any terms and conditions of the service agreement, or has not resigned/has not been terminated, or has not been barred from continuing the service for any reasons whatsoever.

"Active Employment" means the employer has not ended the "employment" with the employee through termination or notice of termination and the employee has not ended the employment either by serving notice of resignation or long-leave or abrupt absence from work without appropriate notice.

"Wundero" is a program by which the Company provides Skilling and Knowledge Services by curating the content from various sources.

Note: You can seek clarifications from HR by asking a question related to any word or paragraph you are unable to understand before accepting the Offer Letter of Employment.

Interpretations:

Unless the context of this Agreement otherwise requires (i) words of any gender include each gender; (ii) words using the singular or plural number also include the plural or singular number, respectively; (iii) the terms "hereof" "herein," "hereby" and derivative or similar words refer to this entire Agreement; (iv) whenever this Agreement refers to a number of days, such number shall refer to calendar days unless otherwise specified; (v) headings are used for convenience only and shall not affect the interpretation of this Agreement; and (vi) references to the Recitals, Articles and Appendices shall be deemed to be a reference to the recitals, Articles and appendices of this Agreement.

18. FORCE MAJEURE

The Company shall not keep its obligations including paying remuneration to the employee due to causes beyond its reasonable control including but not limited to war, fire, blockade, strikes, disaster due to earthquake, (excluding strikes by its own personnel) or natural catastrophe, then Company shall not be held responsible for any loss or damage which may be incurred by him/her as a result of such failure. Similarly shall not expect him/her to be in employment to perform daily

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Dronacharya College of Education
Farrukh Nagar - 123009



duties during that period of war, fire, disaster or natural catastrophe.

19: DISPUTES & JURISDICTION

The provisions of this Offer Letter shall be governed by and construed in accordance with the laws of India. All and any disputes arising out of this Appointment letter/Service Agreement between the Company and the Employee can be referred to the Arbitrator each appointed by the Company and Employee. If unresolved through the arbitrator, the Company at its own discretion will take appropriate measures to seek remedial action from the Court. All disputes are subject to the jurisdiction of "Delhi-NCR and/or Hyderabad (Telangana)" courts.

20. CONCLUSION

We hope you find this offer to be a satisfactory basis for joining the Company. This Offer of Employment Letter supersedes and completely replaces any prior oral or written communication on this subject. This Employment Offer Letter without unequivocal and unconditional acceptance is not and shall not be deemed to be an employment contract and further should not be construed or interpreted as containing any guarantee of continued employment. The employment relationship at the Company is by mutual consent. This means that you have the right to terminate your employment at any time and for any reason, subject to the notice provisions and other terms detailed out in this employment offer letter.

Likewise, the Company reserves the right to discontinue your employment with or without cause at any time and for any reason, subject to the provisions herein.

21. ACCEPTANCE OF VIRTUOS OFFER

Please signify your acceptance of my offer by signing and returning to me the enclosed copy of this letter along with the annexures and agreements if any set forth herein no later than **30th March 2022**. Any delay in returning the same shall constitute rescission of the offer.

Please bring the following documents on the first day of joining the office. It's advised to keep the originals with you for verification purposes.

- ✓ Copies of certificates in support of your qualification and experience including mark sheets of Class 10th, 12th, Graduation and Post-Graduation.
- ✓ Two passport size photographs (3cms x 3cms).
- ✓ Copy of PAN, Passport and Aadhar Card
- ✓ Medical Fitness Certificate

Should you accept this contingent offer, your continued at-will employment will require both satisfactory job performance and compliance with existing and future Employment policies of the Company.

I am pleased that you are joining us and hope you will find your employment with Virtuos to be a rewarding

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Drenacharya College of Engg.
Farrukh Nagar - 123603



experience. If you have any questions, please contact me at hr@virtuos.com

22. ACCEPTANCE OF EMPLOYEE

I have read and understood the above Employment Offer Letter thoroughly (including all the links to the URLs), annexures, and Compensation Package relating to my services. I hereby accept the employment along with all the terms and conditions stated herein.

Sincerely,

Accepted by

Shaloo Reddi
VP HR

Name: Kirti Sindhwani
Date:

Enclosures:

Annexure S (Pg 19, 20)
Annexure J (Pg 21)
Annexure I (Pg 22)

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Principal
Dr. Neelkanya College of Engg.
Barrakh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Tamanna Arora <tamanna.a@virtuos.com>
Sent: Tuesday, March 8, 2022 11:16 AM
To: TPO
Subject: Re: Hiring Drive_Virtuos_Gurgaon_B.Tech+MBA / B.Tech
Attachments: ~WRD000.jpg; image001.jpg

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Placement officer,

Please be informed that the list of students you have shared with us after all the internal processes and interviews we have shortlisted and finalized the below-mentioned student:

21107 Sahil Sandhu

Thanks & Regards,

Tamanna Arora | HR Associate
VIRTUOS DIGITAL LTD.
308-311 Emaar Digital Greens Tower A, Golf Course Ext. Road
Sector 61 Gurugram 122102 Haryana India.
Phone: 9810068322
www.virtuos.com | [Twitter](#) | [LinkedIn](#)

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Please consider the environment before printing this.

On Tue, Feb 8, 2022 at 6:18 PM Tamanna Arora <tamanna.a@virtuos.com> wrote:
Dear Officer,

Please note test link is for Btech CSE students

Please Join the test with the link given below.

Please Note: Join any one test Language from Java and C++ carefully and Aptitude is mandatory for all.

Test date: 09-02-2022

11:00 pm- 11:30 pm

Aptitude / Logical Reasoning (multiple choice) - 30 minutes

Test Link

Aptitude: testmoz.com/9301694


Dronacharya Group of Institutions
English Nagar - 122609

11:40 Pm - 12:40 pm

Technical Test for 1 hour

The technical Test to be given in C++/Java

C++ : testmoz.com/9934230

Java: testmoz.com/9934348

The students will be able to access the test at the above decided date and time only.
The questions will appear in a random order for each student.

Thanks & Regards,

Tamanna Arora | HR Associate

VIRTUOS DIGITAL LTD.

308-311 Emaar Digital Greens Tower A, Golf Course Ext. Road

Sector 61 Gurugram 122102 Haryana India.

Phone: 9810068322

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Please consider the environment before printing this.

On Fri, Feb 4, 2022 at 6:32 PM TPO <tpo@ggnindia.dronacharya.info> wrote:

Dear Tamanna Ma'am,

Greetings!!

As discussed, it is requested to kindly reschedule the online test as the students have Gate examination tomorrow.


Dronacharya Gurukul
GATEWAY TO KNOWLEDGE

We really feel sorry for the inconvenience.

Thanks & Regards

Renu Dua

**Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506**

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Tamanna Arora [<mailto:tamanna.a@virtuos.com>]
Sent: Friday, February 4, 2022 5:52 PM
To: TPO
Cc: Shaloo Ma'am
Subject: Re: Hiring Drive_Virtuos_Gurgaon_B.Tech+MBA / B.Tech

Dear Officer,

Please note test link is for Btech CSE students

Please Join the test with the link given below.

Please Note: Join the test Language you have opted for carefully and Aptitude is mandatory for all.

Test date: 05-02-2022


Principal
Dronacharya College of Engg.
Farukh Nagar - 120506

02:00 pm- 02:30 pm

Aptitude / Logical Reasoning (multiple choice) - 30 minutes

Test Link

Aptitude: testmoz.com/9301694

02:40 Pm - 03:40 pm

Technical Test for 1 hour

The technical Test to be given in C++/Java

C++ : testmoz.com/9934230

Java: testmoz.com/9934348

The students will be able to access the test at the above decided date and time only.

The questions will appear in a random order for each student.

Thanks & Regards,

Tamanna Arora | HR Associate

VIRTUOS DIGITAL LTD.

308-311 Emaar Digital Greens Tower A, Golf Course Ext. Road
Sector 61 Gurugram 122102 Haryana India.

Phone: 9810068322

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Principal
Dronecharya College of Engg.
Farukh Nagar - 125508

Please consider the environment before printing this.

On Thu, Feb 3, 2022 at 6:14 PM TPO <tpo@ggnindia.dronacharya.info> wrote:

Dear Tamanna Ma'am,

Greetings!!

Thank you so much for sharing the opportunity.

Please find attached database of interested students for your kind reference.

Looking forward to schedule.

Thanks & Regards

Renu Dua

Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



Dronacharya College of Engg.
Farukh Nagar - 122506

From: Tamanna Arora [mailto:tamanna.a@virtuos.com]
Sent: Wednesday, February 2, 2022 12:07 PM
To: tpo@ggnindia.dronacharya.info
Cc: Shaloo Ma'am
Subject: Hiring Drive_Virtuos_Gurgaon_B.Tech+MBA / B.Tech

Dear Placement Officer,

We would like to arrange a recruitment drive for Batch 2022

Let us know when this can be organized.

The process will include an Entrance test - Logical Reasoning, Communication skills, Group Discussion, and Face to face interview.

The initial rounds will be conducted virtually and then the final round will be face to face at Virtuos office.

Kindly send us the list of interested students who wish to appear for Virtuos interviews

PFA the JD for both the positions.

Thanks & Regards,

Tamanna Arora | HR Associate

VIRTUOS DIGITAL LTD.
308-311 Emaar Digital Greens Tower A, Golf Course Ext. Road
Sector 61 Gurugram 122102 Haryana India.
Phone: 9810068322

www.virtuos.com | [Twitter](#) | [LinkedIn](#)

The content of this e-mail is confidential or privileged and intended for the sole use of the recipient. Any review, distribution or disclosure by others is strictly prohibited. If you are not the intended recipient (or authorized to receive for the recipient), please contact the sender by reply e-mail and delete all copies of this message. The contents of this email may be personal, not necessarily from Virtuos.



Please consider the environment before printing this.


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Careers Vplak <careers@vplak.com>
Sent: Thursday, May 26, 2022 7:01 PM
To: tpo
Subject: Re: Hiring For multiple Roles Gurgaon Location

Dear TPO,

Thank you for helping us to hire quickly from your campus.

We have given Offers to 1 candidates

1. Mr. Madhur Kumar - 21385

Regards
HR Manager vplak
9928829957

----- On Fri, 13 May 2022 15:03:16 +0530 **Careers Vplak <careers@vplak.com>** wrote -----

Dear Concern,

We are hiring for multiple positions for our company VPLAK India Pvt Ltd.

Company : VPLAK India Pvt Ltd.

Address : 937B , 9th Floor JMD Megapolis ,Sec 48 Sohna Road Gurgaon

Profile : Hr & Operation Executive

Salary : 2 LPA - 3 LPA

Profile : Business Development Executive

Salary : 2.5 LPA - 4 LPA

Profile : Digital Marketing Executive

Salary : 2 LPA - 4 LPA

Interested Candidates Please fillup below google form:

https://docs.google.com/forms/d/15JfPtDvw8KjEkWphcVze8fqOurTv6DXjIqfYB_5vGUQ/edit?usp=sharing

Regards
HR Manager (+91 9928829957)
VPLAK INDIA Pvt Ltd


Principal
Dronacharya College of Engg.
Bawana Noida - 201305

Admission Dronacharya Group of Institutions

From: Ayush Gupta <iayushgupta007@gmail.com>
Sent: Wednesday, October 6, 2021 12:33 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Walkover- Letter of Intent - Ayush
Attachments: Walkover letter of intent- Ayush Gupta.pdf

Follow Up Flag: Follow up
Flag Status: Completed

----- Forwarded message -----

From: Shubhangi Shekhar <shubhangi@walkover.in>
Date: Wed, 6 Oct 2021, 11:54
Subject: Walkover- Letter of Intent - Ayush
To: Ayush Gupta <iayushgupta007@gmail.com>
Cc: Subhayan Bose - NextGen Venture <subhayan@nextgenventures.in>, HR Walkover <hr@walkover.in>

Dear Ayush,

Hope you are doing well. First of all we would like to congratulate you as you have been shortlisted for the profile of "Graduate Engineer Trainee" at Walkover. We are sharing the letter of intent with you and the offer letter with all the other details will follow a few days before the joining date.

Please accept the same. Looking forward to having you on board and working with you.

Regards,
Shubhangi Shekhar
+91-8319800312
405-406, Capt. C.S Naidu Arcade,
10/2 Old Palasia, Indore, Madhya Pradesh, India-
452018



A journey to innovation

GICDH



MSG91

SOCKET



Superform

The views and opinions included in this email belong to their author and do not necessarily mirror the views and opinions of the company. Our employees are obliged not to make any defamatory clauses, infringe, or authorize infringement of any legal right. Therefore, the company will not take any liability for such statements included in emails. In case of any damages or other liabilities arising, employees are fully responsible for the content of their emails.

Principal
Dronacharya College of Engg.
Farukh Nagar - 123505



19 October 2022

Siddarth Gaur

Gurgaon

Dear Siddarth,

We have pleasure in offering you an appointment as **Management Trainee- Sourcing** with **WCube Solutions Private Limited**. Your initial place of service will be Gurgaon. However, your services are transferable, and you can be seconded or deputed by the company to any WCube operation in India or abroad.

Your date of joining with our organization will be "**07 November 2022**".

You will be under probation for a period of **3 months** starting from the date of joining.

Your salary will be **Rs.600,000 (Rupees Six Lakhs Only)** per annum inclusive of Fixed and Variable salary structure.

Please mail us a signed copy of your acceptance of the offer, confirming your date of joining. As per our standard procedure, upon joining you shall be issued a formal letter of Appointment.

Your appointment is subject to:

1. You are joining the services of the company on or before the specified date.
2. Your acceptance of the offer in writing.
3. Verification of your testimonials.

The following has to be submitted by you at the time of your joining:

- Copy of Educational Qualification Certificates.
- Recent photographs
- Copy of all Experience (Last employer's appointment letter etc).
- Relieving Letter/acceptance of resignation from previous employer.
- Proof of Age & Residence (copy of passport election ID card/ Driving License)
- Proof of last salary drawn / pay slip (last salary slip along with salary certificate / last compensation revision letter
- Copy of Permanent Account Number (PAN) card. This offer of employment will be valid for acceptance by you for a period of One day from the time of receiving the same.

With our best regards

Yours Sincerely,

For WCube Solution Private Limited

WCUBE SOLUTIONS PVT. LTD.
Udit Karan
Director

Udit Karan Chandhok
Co-Founder & CEO

for Candidate
Siddarth Gaur


Principal
Dronacharya College of Education
Farukh Nagar - 123603



Annexure - I (Enclosed)

GROSS COMPENSATION PACKAGE

Particulars	Per Month (In Rs.)	Per Annum (In Rs.)
Basic Salary	13,334	160,000
HRA	6,667	80,000
Special Allowances	10,493	125,905
Statutory Bonus	1,042	12,495
Gross Salary	31,534	378,400
PF	1,800	21,600
Variable Component	16,667	200,000
Total CTC	50,000	600,000

1. Achievement of 75% KRA will enable quarterly payout of bonus. Variable pay will be payable only if you are not serving your notice period on the day of disbursement.
2. The Variable bonus allotted will be reconciled in 15 days of the month commencing.
3. The entry gate for the variable pay-out is 75% achievement of the KRA
4. TDS & Other statutory as applicable shall be deducted.
5. Gratuity as per law.

I agree to accept the employment on the terms and conditions mentioned in the letter

Name: Siddarth Gaur

Signature:

Place: Gurgaon

Date:


Principal
Dronacharya College of Engg.
Farukh Nagar - 123509

Windmöller & Hölscher India Pvt. Ltd.



3rd Floor, 17, 18, 19, Kailash Enclave,
Opposite Metro Pillar No. 76, Lala Lajpat Rai Road
Near Kailash Colony Metro Station New Delhi - 110048,
Phone: +91-11-4322277, Email: info.whi@whg-group.com
CIN: U28112DL1996PTC079019

LETTER OF INTENT

December 30, 2021

Mr. Ritik Yadav
Shiv Nagar Dharuhera
Rewari Haryana-123106

Dear Ritik,

We are pleased to inform you that you have been selected on a prima-facie basis for appointment in our company as an "Intern – Junior Software Developer" subject to your accepting this Letter of Intent and fulfilling the conditions mentioned herein. The broad terms of this Letter of Intent are as under:

1. You will be appointed as "Intern - Junior Software Developer" from the date of your joining us.
2. Your permanent employment to the said position is subjected to the successful completion of the degree course. Your status will accordingly change from "Intern" to the permanent employee.
3. Your gross emoluments consolidated (CTC) inclusive of all allowances/benefits will be Rs. 5,00,004/- (Five Lakh four rupees only) per annum.
4. Salary breakup would be as follows:

	Annual	Monthly
Basic	2,87,040	23,920
HRA	1,43,520	11,960
LTA	47,844	3,987
EPF-Employer's contribution	21,600	1,800
Total	5,00,004	41,667

5. The appointment shall be subject to your physical and mental fitness to be certified by the doctor appointed by the company.
6. The appointment shall also be subject to your background verification to the satisfaction of the management. This will be done by the Company.
7. As discussed at the time of the interview you are required to enter into a Bond-cum-Agreement (attached herewith) for four years with the company and provide a surety in accordance with the same.
8. You may be required to travel anywhere within India or abroad or be posted at any of the company's or its associates' offices in India or abroad.
9. The appointment will however automatically be terminated if any of the above conditions is not fulfilled by you.
10. Your appointment is subject to your joining the services of the Company on or before January 24, 2021.

Principal,
Dronacharya College of Engineering,
Farukh Nagar - 123004

Windmöller & Hölscher India Pvt. Ltd.

Please send a signed copy of this Letter of Intent as a token of your acceptance mentioning the approximate date of joining alongwith the attached Bond-cum-Agreement duly accepted and signed on every page by you and the surety and Financial Statement of the Surety.

The detailed terms and conditions will be incorporated in the Appointment Letter which will be issued to you on your joining the company and on receipt of the following completed documents:


- (a) self-certified photo-copies of documentation that verify your age, your academic curriculum and degrees*
- (b) a self-certified photo-copy of your PAN card*
- (c) a self-certified photo-copy of proof of your permanent residential address.
- (d) A 'relieving letter' from your current employer – detailing your length of service
- (e) two formal passport size photographs showing you in a face-front format (up till the chest)

* Original documents may be asked for verification of these photocopies

We wish you the best of luck and look forward to your joining our organisation as intended and expressed in this Letter of Intent. Your acceptance must reach us within a period of 07 days from the date of this letter.

We now look forward to receive your acceptance at an early date and remain with best regards,

Windmöller & Hölscher India Pvt. Ltd.


Vineet Gupta
General Manager-Operations

Accepted

(Ritik Yadav)

I will join on or before _____


Dronacharya College of Engineering
Farukh Nagar - 120606

Show Images

External images have been blocked to protect you against potential spam.

January 21, 2022

Dear Annuakriti Goel,

Congratulations! We are pleased to offer you the position of Project Engineer at Wipro.

Please click on the below link to review and accept your offer letter at the earliest using a desktop/laptop.

Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.

We request you to accept the ICIMS Offer Letter within 15 days from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of Wipro fresher hiring process.

Steps to follow to accept and save the Offer Letter

To save your copy of Offer Letter, please open this email on desktop/ laptop. login to below mentioned acceptance link, click on Accept -> click on signature check box -> Click on "Submit and Print" -> Click on "web browser" -> ctrl+p -> save as pdf -> save -> select destination on your system to download.

Please note - You will not be able to access the Offer Letter again if you close the window without saving your Offer Letter as the link will expire and will not be able to access the link to open offer page to download the offer letter.

Please click on the link below to review and accept your offer letter at the earliest using a desktop/laptop.
[Click to Complete](#)

Your Login Information:
Login Name: annukirti.21014@ggnindia.dronacharya.info
(If you do not know your password, you can reset it by clicking here.)

If you have any questions about the details of your offer or about employment at Wipro, please reach out to manager.campus@wipro.com

Thanks and Regards,
Campus Offer Generation Team
[Global Campus Hiring Team| Wipro Limited]


Principal
Dronacharya College of Engineering
Ferozkh Nagar - 143003

This message was sent to annukirti.21014@ggnindia.dronacharya.info. If you don't want to receive these emails from this company in the future, please go to: <https://wipro.icims.com/contactus2?r=391823070506&contactId=17416328>

Event Wipro ...	2/16/2022	Inbox
	1/23/2022	Inbox
set	12/7/2021	Inbox
date Data Upd ...		Inbox
11@wipro.com	11/30/2021	Inbox
Internship an...		Inbox
wipro.com	11/22/2021	Inbox
eract		Inbox
icims	11/20/2021	Inbox
t from Wipro Li...		Inbox
wipro.com	11/19/2021	Inbox
s		Inbox
in	11/18/2021	Inbox
ad documents f...		Inbox
ampus Hiring	10/21/2021	Inbox
ision for North		Inbox
wipro.com	9/24/2021	Inbox
Talent Hunt ...		Inbox
perset	9/22/2021	Inbox
tional Talent Hu...		Inbox
set	9/13/2021	Inbox
ite National Tal...		Inbox
set	8/30/2021	Inbox
Elite National ...		Inbox
an-tutorial.org	2/22/2021	Inbox
y- WIPRO*		Inbox

Admission Dronacharya Group of Institutions

From: adarsh malik <malikadarsh12@gmail.com>
Sent: Friday, November 26, 2021 10:51 AM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Wipro | Elite National Talent Hunt | Congratulations on clearing the Business Evaluation Round
Attachments: image001.png; image002.png; image003.png; image004.png; image005.png; image006.png; image007.png; image008.png

----- Forwarded message -----

From: <campus.connect1@wipro.com>
Date: Fri, Nov 26, 2021 at 10:38 AM
Subject: Wipro | Elite National Talent Hunt | Congratulations on clearing the Business Evaluation Round
To: <campus.connect1@wipro.com>


Principal
Dronacharya Group of Institutions
Farukh Nagar - 200025



Elite Hiring 2022

Wipro Campus Hiring Update | Elite NTH FY'22

Congratulations on clearing the Business Evaluation Round

Dear Candidate,

Greetings from Wipro! We are delighted to inform you, that you have cleared the Business Evaluation Round which is the final round. You will receive further communications on the next steps shortly. This communication mailer is only to inform you on your selection with Wipro.



A handwritten signature in green ink, appearing to be "D. S.", is written over the text of the letter.

We have created a survey to further understand the details regarding your LOI. Request you to respond to the questions and submit the survey.

Principal
Sarrukh Nagar - 123508

Please find the survey link below:

Kindly click [HERE](#) to respond to the survey.

	Key Features & Eligibility criteria
Eligibility	<ul style="list-style-type: none"> ✓ 10th Standard – minimum 60% ✓ 12th Standard – minimum 60% ✓ Graduation – minimum 60% or 6.0 GPA as per respective University Guidelines ✓ Only full time education is allowed ✓ Correspondence and distance learning courses throughout the academics are not allowed
Year of Passing	<p>2022 ONLY</p> <p>(Maximum three years of gap, if any, between 10th & graduation)</p> <p>One Backlog is allowed at the time of Assessment Stage.</p> <p>The LOI will be subject to all backlogs being clear</p>
Qualification	<p>BE/ B. Tech</p> <p>CS/IT/Circuital/5year Integrated/except the streams from Fashion, Food, Textile and Agriculture</p>
Selection Process	<p>Online Assessment (140 minutes)</p> <div style="display: flex; align-items: flex-start;"> <div style="margin-right: 20px;">  </div> <div> <ol style="list-style-type: none"> 1. Aptitude Test - Verbal, Analytical (60 minutes) 2. Coding on C,C++, Java, Python programming languages (60 minutes) 3. Written Communications Test (20 minutes) </div> </div> <p> Candidates who clears the online test would go through Business discussion</p>
Service Agreement	12 Months service Agreement @ 75,000 INR on Pro rata basis

Regards,

Wipro Campus Hiring Team

wipro.com



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A handwritten signature in green ink, appearing to be 'D. D.' or similar.

Principal
Dronacharya College of Engg.
Farukh Nagar - 123605



wipro...@talent.icims... 11:28 AM
to me ▾



November 12, 2021

Dear Govind Kaushik ,
Resume Number - 23070205

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below.
Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed	27,108

Ref No.
WIPRO/BO/8867



Letter of Intent

Ref-WIPRO/21-22/JD/2021
WIPRO

Dear Candidate,

SHANTNU SHARMA

PERSONAL AND CONFIDENTIAL

Job Offer -01/11/2021 to 30/11/2021

Job Location -

DELHI NCR

Position- WEB DEVELOPER

I am pleased to offer you an appointment to the position of **WEB DEVELOPER**
(WIPRO) Trai

Days and your continued

plan. You successfully complete the training program; you will be
position.

Please Note: - That the Selected Candidate Is Being Appointed

Kindly Let Us Know the Resume

We Look Forward To Receive Your Assignment That We Assure You Will Be Given
Top Priority.

Thanks & Regards
Sandeep Aggarawal
WIPRO

Sandeep Aggarawal

Principal
Dronacharya College of Education
Faridkot Nagar - 123508

You will abide by the rules and regulations of the Company as may be in force time to time and if any violation made would be subjected to the Disciplinary action.

Your appointment is subject to satisfactory reference checks and clearance
agreements that have been executed, which
could have been provided by this letter. If the
information furnished by you is not true, the
had with us. If, at any time
informatics'
your
Employment

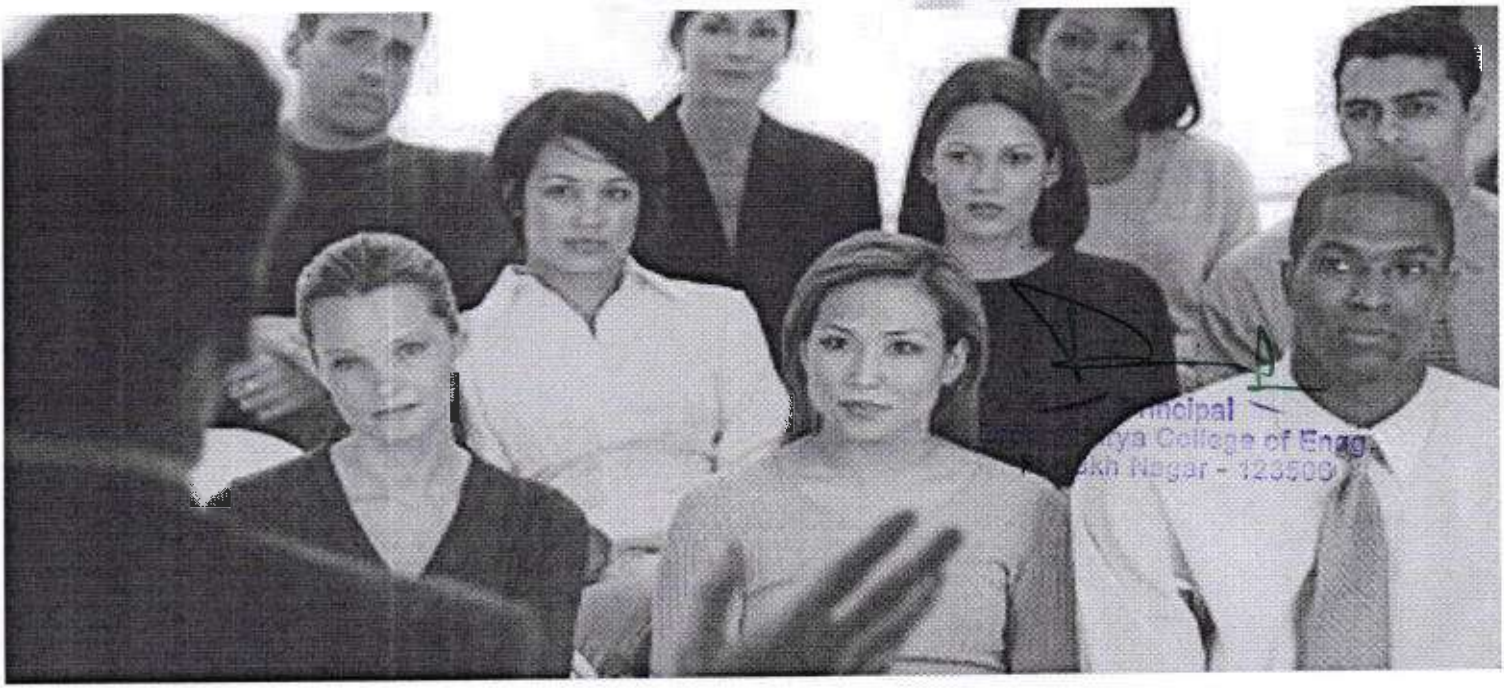


Training Conducted By:

Training Requirement:

- 1. Note Book
- 2. Pen
- 3. Resumes
- 4. _____
- 5. _____
- 6. _____

NOTE: Candidate must be in formals



Start of the Day Campus Joining or Company Appointment....

[REDACTED]	25353.5/-
HRA	5212.5/- [REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	Yes
Conveyance	1600
[REDACTED]	[REDACTED]
[REDACTED]	1625
[REDACTED]	560
Post	WEB DEVELOPER
Car	No
Telephone	399/-
TOTAL	34750/-

[REDACTED]



Principal
Dronacharya College of Engg.
Feroke Nagar - 123506

Annexure II: Terms and Conditions

.Medical Fitness:

Your continuation in the employment of the company shall be subject to your being found medically fit to undertake the responsibilities assigned to you from time to time. In case you are found medically unfit, your services shall be liable to termination at the sole discretion of the management.

.Retirement Policy:

You will retire from the services of the companion on completion of fifty eight years as per the Proof of age submitted by you at the time of joining.

Your employment will be governed by the policies, rules, regulations, practices, process and Procedure of **WIPRO**. As applicable to you and the changes therein from time to time.

.Working hours:

WIPRO observes the office hours are from 09:30AM to 5:30 PM, with staggered lunch break of 30 minutes between 01:00 pm to 01:30 pm you may be asked to work in some other identified work week schedule or 9hour shift timing based on Business need your role.

Thanks & Regards
Sandeep Aggarawal (HR)

WIPRO

Sandeep Aggarawal

Signature of Employee

(SHANTNU SHARMA)


Principal
Dronacharya College of Engg.
Farukh Nagar - 123608

Admission Dronacharya Group of Institutions

From: Samantha Braganza (Human Resources) <samantha.braganza@wipro.com>
Sent: Tuesday, November 16, 2021 3:46 PM
To: tpo@ggnindia.dronacharya.info
Cc: Najeeb Khan (Human Resources)
Subject: Wipro Elite On Campus Hiring FY'22 - Dronacharya College of Engineering - Final Selects

Attachments: image001.png; image002.png; image003.png; image004.png; image005.png; image006.png; Wipro Elite NTH FY'22 - Dronacharya College of Engg - Final Selects.xlsx

Follow Up Flag: Follow up
Flag Status: Completed



Wipro | Campus Hiring Update – Elite NTH FY 22
Principal
Dronacharya College of Engg.
Farukh Nagar - 123500

Dear Ms Renu,

Greetings from Wipro!

Thank you for enabling the fresher recruitment for 2022 engineering graduates from your esteemed institution.

We are pleased to confirm the list of final selects in ELITE NTH hiring process. We would like to congratulate the selected candidates and wish them a very successful career ahead!

*Sheet 2 of the attached file includes the list of students who didn't attend the interview drive. We will schedule an interview for them again soon.

Kindly note that the shortlisted candidates will receive the Letter of Intent (LOI) through Superset platform after authentication process. The candidates are expected to accept the LOI within 15 calendar days where the final offer letter is issued after document verification and Audit clearance.

Please note that at any stage, whether during online test and/or interview process or upon joining the Company, if it is brought to our notice that the candidate is indulged in malpractices or used illegal means to clear online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against candidate as we may deem fit.

Wipro has introduced digitally signed offer letters for technical campus recruits which contains the candidate's photograph. These offer letters can only be downloaded by the respective candidates through the Wipro portal and will not be sent via courier or email.

We sincerely thank you for the support extended to complete the process successfully.

Regards,
Samantha Braganza
Location Campus Lead – Human Resources
Wipro Limited


Wipro is taking steps to prevent fraudulent agencies from issuing fake offers letters by introducing digitally signed offer letters for campus recruits. Offer letters will also contain the candidate's photograph. The Wipro Technical campus offer letters can only be downloaded by the respective candidates through the Wipro portal and will not be sent by courier or email.

Wipro does not charge any fee at any stage of the recruitment process and has not authorized agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com.

wipro.com



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Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



XCEEDANCE

Xceedance Consulting India Private Limited

Date: 26-APR-2022

Dear Akshey,

OFFER OF APPOINTMENT

We enjoyed our recent discussions with you and thank you for participating in our selection process. We are pleased to extend you an offer to join us at Xceedance.

You will be on Internship period starting from 28-Apr-2022 till Oct-2022. During this internship period, you will be designated as an Associate Programmer and will be paid a stipend of INR 15,000 per month.

Kindly sign and return the duplicate copy of this letter in token of having accepted the above offer.

At Xceedance people come first. Our training and development programs are focused on people growth and will help you develop and explore newer skills to bring out the best in you.

We build engaged and motivated teams – Challenge and diversity are a part of our dynamic and interactive environment, which makes each day new and exciting. We strive to introduce new experiences into our work life through our fun at work initiatives, and social activities inside and outside our organization.

Yours faithfully,

For Xceedance Consulting India Private Limited

Parul Singh

Vice President - Human Resources

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123500

Admission Dronacharya Group of Institutions

From: Shivam Chandra <Shivam.Chandra@xceedance.com>
Sent: Wednesday, February 9, 2022 7:51 PM
To: TPO
Cc: Shikha Tickoo; principal@ggnindia.dronacharya.info
Subject: RE: [EXTERNAL] - RE: Xceedance JD - Campus
Attachments: image001.jpg; image002.png; image003.png; image004.png; image005.png

Hi Renu,

PFB list of students who are final select as below:

Name of the candidate	Contact No	Email-ID
Adarsh Dubey	9315290084	dubeyadarsh080@gmail.com
Aman Chawla	7053253853	amanchawla0406@gmail.com
Jaspal	8826217702	jaspalrana931@gmail.com
Mohd Atif Jamal	9773511468	atif.jamaldpsmk@gmail.com

For Final select kindly share below documents in zip file:

- 1: Adhar Card
- 2: Pan Card
- 3: Marksheets and certificates of 10th, 12th and Graduation
- 4: resume
- 5: Full address

Class	Percentage
10%	
12%	
Graduation %	
Postgraduation %	

Regards
Shivam

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: 02 February 2022 22:58
To: Shivam Chandra <Shivam.Chandra@xceedance.com>
Cc: Shikha Tickoo <Shikha.Tickoo@xceedance.com>; principal@ggnindia.dronacharya.info
Subject: RE: [EXTERNAL] - RE: Xceedance JD - Campus

CAUTION: EXTERNAL EMAIL. Please do not reply, forward, or open links/attachments unless you recognize the sender.

Dear Shivam Sir,

As discussed, please find below updated database for QA profile.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125003

We have removed some names from the list because they got offer from some other company and at the end added the names of 3 students who applied for Developer profile but also interested for QA profile. It is requested to kindly consider their candidature for QA profile.

Herewith attached resume for your kind reference.

Roll No.	Name of the candidate	Contact No	Email-ID	100 %
13008	Adarsh Dubey	9315290084	dubeyadarsh080@gmail.com	87.5
13013	Akash Chauhan	9717238158	akashchauhan23031999@gmail.com	77.5
13017	Aman Chawla	7053253853	amanchawla0406@gmail.com	74
13023	Anmol Chauhan	7011716482	anmolchauhan779@gmail.com	72
13044	Jaspal	8826217702	jaspalrana931@gmail.com	83.5
13079	Priyansh Kamal	8800172966	priyanshkamal2022@gmail.com	52
13087	Rishu Tiwari	7678947597	rishutiwari1410@gmail.com	83.5
13092	Sachin Kumar Mishra	9810843989	sachinmishra.info@gmail.com	67
13097	Shasshank Rana	9818648190	shasshankrana@gmail.com	84
13106	Sudhir Kumar Chaurasiya	8373992491	Susheelkumar1821031@gmail.com	72.5
13111	Tushar Jaiswal	7905895605	tusharjaiswal2345@gmail.com	65.5
21004	Abhishek Yadav	9810237824	abhishek.21004@ggnindia.dronacharya.info	89
21016	Anshul	9306039390	anshulyadav122504@gmail.com	81.5
21054	Jatin	7015594493	jatinrao2872@gmail.com	60
21056	Jay Kumar	9643379862	jaykumar45145@gmail.com	81.5
21064	Mohd Atif Jamal	9773511468	atif.jamal@dpsmk@gmail.com	81.5
21068	Nakul Taneja	8076217714	nakultaneja1212@gmail.com	74
21075	Nitin	7982610718	nitinsaharan987@gmail.com	69
21190	Deepanshu Yadav	8287837055	deepanshuyadav21190@gmail.com	76
21197	Jatin Chauhan	8920719407	jatinchauhan8720@gmail.com	62.5
21200	Kavita Aswal	9318460257	Kavita.21200@ggnindia.dronacharya.info	62.9
21380	Md Juned Alam	9049501975	junaid10031998@gmail.com	78
21664	Akshey Kakkar	9711564553	Akshey.kakkar.9@gmail.com	80
21909	Anush Gupta	8076485558	anush.21909@ggnindia.dronacharya.info	60
21057	Kajal Kumari	8709688240	kajalrai5458@gmail.com	90
21682	Himanshi Dang	8130899645	himanshidang12@gmail.com	86
21403	Vipul Sharma	9560464245	vipulattorney@gmail.com	74

Kind Regards,
Renu Dua

Principal
Dronacharya College of Engineering,
Farrukh Nagar - 121005

From: TPO [<mailto:tpo@ggnindia.dronacharya.info>]
Sent: Wednesday, February 2, 2022 12:23 PM
To: 'Shivam Chandra'
Cc: 'Shikha Tickoo'; principal@ggnindia.dronacharya.info
Subject: RE: [EXTERNAL] - RE: Xceedance JD - Campus

Dear Shivam Sir,

Greetings!!

Thank you so much for sharing the list of shortlisted students.

Please find attached resume for your kind reference.

It is kindly requested to remove the candidature of Basant and Dheeraj Vats as they have got the offer from some other company.

Kind Regards,
Renu Dua

From: Shivam Chandra [<mailto:Shivam.Chandra@xceedance.com>]
Sent: Tuesday, February 1, 2022 6:25 PM
To: TPO
Cc: Shikha Tickoo; principal@ggnindia.dronacharya.info
Subject: RE: [EXTERNAL] - RE: Xceedance JD - Campus

Hi Renu,

PFA List of shortlisted students.

Kindly share their resumes so we can start their interview process.

Kindly ask them to share resume name in this format format : eg XYZ_College name_

B.Tech_2022(Shivam_Dronacharya_B.Tech_2022)

Regards
Shivam

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: 27 January 2022 18:04
To: Shivam Chandra <Shivam.Chandra@xceedance.com>
Cc: Shikha Tickoo <Shikha.Tickoo@xceedance.com>; principal@ggnindia.dronacharya.info
Subject: RE: [EXTERNAL] - RE: Xceedance JD - Campus

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Dear Shivam Sir,

Greetings!!

Noted with Thanks!!

Kind Regards,
Renu Dua


Principal
Dronacharya College of Engg.
Farukh Nogar - 122001

From: Shivam Chandra [mailto:Shivam.Chandra@xceedance.com]
Sent: Thursday, January 27, 2022 6:01 PM
To: TPO
Cc: Shikha Tickoo; principal@ggnindia.dronacharya.info
Subject: RE: [EXTERNAL] - RE: Xceedance JD - Campus

Hi Renu,

As discussed please find attached the list of students with the Login kindly try that students to complete the test by Tomorrow.

Login Link: <https://assess.cocubes.com/>
Passkey: **309326**

Kindly get in touch if you face any difficulty.

Regards
Shivam
9319423971

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: 13 January 2022 23:45
To: Shivam Chandra <Shivam.Chandra@xceedance.com>
Cc: Shikha Tickoo <Shikha.Tickoo@xceedance.com>; principal@ggnindia.dronacharya.info
Subject: RE: [EXTERNAL] - RE: Xceedance JD - Campus

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Dear Shivam Sir,

Greetings!!

Please find attached database of interested students for your kind reference.

Looking forward to schedule.

Kind Regards,
Renu Dua

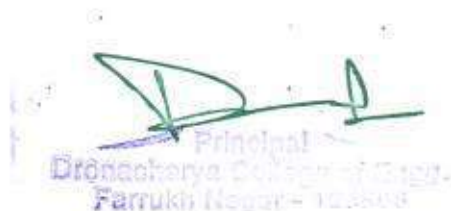
From: TPO [mailto:tpo@ggnindia.dronacharya.info]
Sent: Tuesday, January 11, 2022 12:15 PM
To: 'Shivam Chandra'
Cc: 'Shikha Tickoo'; 'principal@ggnindia.dronacharya.info'
Subject: RE: [EXTERNAL] - RE: Xceedance JD - Campus

Dear Shivam Sir,

Thank you so much for the update.

We will share the database of interested students tomorrow.

Thanks & Regards



Principal
Dronacharya College of Engg.
Farrukh Nagar - 128008

Renu Dua
Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502
Mobile- 9990797776, 9910380107
email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info
Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Shivam Chandra [<mailto:Shivam.Chandra@xceedance.com>]
Sent: Tuesday, January 11, 2022 11:54 AM
To: TPO
Cc: Shikha Tickoo; principal@ggnindia.dronacharya.info
Subject: RE: [EXTERNAL] - RE: Xceedance JD - Campus

Hi Renu,

For Developer and QA it will be 4.25 LPA and Data science it will be more than and depends on candidate to candidate.

Regards
Shivam

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: 11 January 2022 11:51
To: Shivam Chandra <Shivam.Chandra@xceedance.com>
Cc: Shikha Tickoo <Shikha.Tickoo@xceedance.com>; principal@ggnindia.dronacharya.info
Subject: [EXTERNAL] - RE: Xceedance JD - Campus

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Dear Shivam Sir,

Greetings!!

Thank you so much for sharing the opportunity.

It is requested to please confirm the package after training.

Thanks & Regards

Renu Dua
Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502
Mobile- 9990797776, 9910380107
email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info
Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



Principal
Dronacharya College of Engg.
Farukh Nagar - 122003



From: Shivam Chandra [<mailto:Shivam.Chandra@xceedance.com>]
Sent: Tuesday, January 11, 2022 10:45 AM
To: tpo@ggnindia.dronacharya.info
Cc: Shikha Tickoo
Subject: Xceedance JD - Campus

Dear Renu,

PFA of the JD along with details below. Do suggest if the attached works

- Designation : Analyst Programmer L1/ in training Associate Programmer or Quality Analyst L1/ in training Associate Quality Analyst
- Salary will be discussed during the interview in HR round.
- Stipend of INR 15,000 to be paid during your Internship starting 2022
- Training Agreement - You will have to sign a service agreement with Xceedance for 24 months and the claw back period will start from Jan-2022. In case you break the service agreement then you will have to pay INR 100,000 to the organization as the cost for bearing your training and development expenses.
- Would initially work as Associate Programmer

Regards,
Shivam



- +91 9319423971
- shivam.chandra@xceedance.com
- www.xceedance.com

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Dronacharya Group of Institutions,
Farrukh Nagar - 120027

Admission Dronacharya Group of Institutions

From: Shivam Chandra <Shivam.Chandra@xceedance.com>
Sent: Sunday, February 6, 2022 1:39 AM
To: TPO
Cc: Shikha Tickoo; principal@ggnindia.dronacharya.info
Subject: RE: [EXTERNAL] - RE: Xceedance JD - Campus
Attachments: image001.jpg; image002.png; image003.png; image004.png; image005.png

Follow Up Flag: Follow up
Flag Status: Completed

Hi Manish,

PFB list of students who are final select as below

Name	Contact Number	Email ID
Priyanka	+91 9643043788	priyankahv014@gmail.com
Akshey Kakkar	+91 9711564553	akshey.kakkar_9@gmail.com
Rishabh Jain	+91 9205115356	rishy.jain2000@gmail.com

Kindly ask them to share documents as soon as possible so that we can onboard them form 7th Feb'22.

Regards
Shivam

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: 02 February 2022 12:23
To: Shivam Chandra <Shivam.Chandra@xceedance.com>
Cc: Shikha Tickoo <Shikha.Tickoo@xceedance.com>; principal@ggnindia.dronacharya.info
Subject: RE: [EXTERNAL] - RE: Xceedance JD - Campus

CAUTION: EXTERNAL EMAIL. Please do not reply, forward, or open links/attachments unless you recognize the sender.

Dear Shivam Sir,


Greetings!!

Thank you so much for sharing the list of shortlisted students.

Please find attached resume for your kind reference.

It is kindly requested to remove the candidature of Basant and Dheeraj Vats as they have got the offer from some other company.

Kind Regards,
Renu Dua


Principal
Dronacharya College of Education
Farrukh Nagar

From: Shivam Chandra [mailto:Shivam.Chandra@xceedance.com]
Sent: Tuesday, February 1, 2022 6:25 PM

To: TPO
Cc: Shikha Tickoo; principal@ggnindia.dronacharya.info
Subject: RE: [EXTERNAL] - RE: Xceedance JD - Campus

Hi Renu,

PFA List of shortlisted students.
Kindly share their resumes so we can start their interview process.
Kindly ask them to share resume name in this format format : eg XYZ_College name_
B.Tech_2022(Shivam_Dronacharya_B.Tech_2022)

Regards
Shivam

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: 27 January 2022 18:04
To: Shivam Chandra <Shivam.Chandra@xceedance.com>
Cc: Shikha Tickoo <Shikha.Tickoo@xceedance.com>; principal@ggnindia.dronacharya.info
Subject: RE: [EXTERNAL] - RE: Xceedance JD - Campus

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Dear Shivam Sir,

Greetings!!

Noted with Thanks!!

Kind Regards,
Renu Dua

From: Shivam Chandra [<mailto:Shivam.Chandra@xceedance.com>]
Sent: Thursday, January 27, 2022 6:01 PM
To: TPO
Cc: Shikha Tickoo; principal@ggnindia.dronacharya.info
Subject: RE: [EXTERNAL] - RE: Xceedance JD - Campus

Hi Renu,

As discussed please find attached the list of students with the Login kindly try that students to complete the test by Tomorrow.

Login Link: <https://assess.cocubes.com/>
Passkey: **309326**

Kindly get in touch if you face any difficulty.

Regards
Shivam
9319423971


Principal,
Dronacharya College of Engg,
Farukh Nagar - 121005

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: 13 January 2022 23:45
To: Shivam Chandra <Shivam.Chandra@xceedance.com>
Cc: Shikha Tickoo <Shikha.Tickoo@xceedance.com>; principal@ggnindia.dronacharya.info
Subject: RE: [EXTERNAL] - RE: Xceedance JD - Campus

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Dear Shivam Sir,

Greetings!!

Please find attached database of interested students for your kind reference.

Looking forward to schedule.

Kind Regards,
Renu Dua

From: TPO [mailto:tpo@ggnindia.dronacharya.info]
Sent: Tuesday, January 11, 2022 12:15 PM
To: 'Shivam Chandra'
Cc: 'Shikha Tickoo'; 'principal@ggnindia.dronacharya.info'
Subject: RE: [EXTERNAL] - RE: Xceedance JD - Campus

Dear Shivam Sir,

Thank you so much for the update.

We will share the database of interested students tomorrow.

Thanks & Regards

Renu Dua
Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502
Mobile- 9990797776, 9910380107
email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info
Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Shivam Chandra [mailto:Shivam.Chandra@xceedance.com]
Sent: Tuesday, January 11, 2022 11:54 AM
To: TPO
Cc: Shikha Tickoo; principal@ggnindia.dronacharya.info
Subject: RE: [EXTERNAL] - RE: Xceedance JD - Campus

Hi Renu,


Principal
Dronacharya College of Engg.
Farukh Nagar - 120009

For Developer and QA it will be 4.25 LPA and Data science it will be more than and depends on candidate to candidate.

Regards
Shivam

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: 11 January 2022 11:51
To: Shivam Chandra <Shivam.Chandra@xceedance.com>
Cc: Shikha Tickoo <Shikha.Tickoo@xceedance.com>; principal@ggnindia.dronacharya.info
Subject: [EXTERNAL] - RE: Xceedance JD - Campus

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Dear Shivam Sir,

Greetings!!

Thank you so much for sharing the opportunity.

It is requested to please confirm the package after training.

Thanks & Regards

Renu Dua
Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502
Mobile- 9990797776, 9910380107
email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info
Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Shivam Chandra [<mailto:Shivam.Chandra@xceedance.com>]
Sent: Tuesday, January 11, 2022 10:45 AM
To: tpo@ggnindia.dronacharya.info
Cc: Shikha Tickoo
Subject: Xceedance JD - Campus

Dear Renu,

PFA of the JD along with details below. Do suggest if the attached works

- Designation : Analyst Programmer L1/ in training Associate Programmer or Quality Analyst L1/ in training Associate Quality Analyst
- Salary will be discussed during the interview in HR round.
- Stipend of INR 15,000 to be paid during your Internship starting 2022

A handwritten signature in green ink, appearing to be 'Renu Dua', is written over the list of job details.

Principal
Dronacharya College of Engg.
Farukh Nagar - 122606

- Training Agreement - You will have to sign a service agreement with Xceedance for 24 months and the claw back period will start from Jan-2022. In case you break the service agreement then you will have to pay INR 100,000 to the organization as the cost for bearing your training and development expenses.
- Would initially work as Associate Programmer

Regards,
Shivam



- +91 9319423971
- shivam.chandra@xceedance.com
- www.xceedance.com

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Principal
Dronacharya College of Engg.
Farukh Nagar - 120600



Personal & Confidential

Date: 3-Mar-22

Mr. Saurabh Bisht

Sub: Offer Letter

Dear Saurabh,

With reference to the discussion, you had with us, we are pleased to offer you employment on a full-time basis as a **Associate Software Engineer**. This offer is contingent on a satisfactory completion of a background check and upon the execution of the Confidentiality and Invention Assignment Agreement. Details of your compensation structure and the terms and conditions of employment are mentioned in the Appendix. Applicable tax will be deducted on all your earnings as per law, particularly the Income Tax Act.

To help Zemoso Technologies Pvt. Ltd (the "Company") meet its accelerated growth plan, we would appreciate your joining us not later than **September 12, 2022**.

You are requested to submit the following documents/certificates at the time of joining.

1. One set photocopies of all academic & Employment certificates.
2. Copy of your passport.
3. 2 Passport Size photographs.
4. Copy of your PAN card.

You are requested to peruse the Terms and Conditions of employment and as a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us within Five (5) days from the date of this letter failing which your offer shall stand rescinded. These Terms and Conditions of your offer as mentioned in this letter supersede any prior letter, discussions, undertakings or communications to you.

We welcome you to Zemoso Technologies Pvt. Ltd. and look forward to a mutually beneficial and purposeful association.

Should you need some clarification, please feel free to contact hr@Zemosolabs.com

Yours faithfully,

For Zemoso Technologies Private. Ltd.

Ananda Kishore Roy

Ananda Kishore Roy
Director

Acceptance

I hereby accept the position in the Company upon the terms and conditions of employment offered by the Company. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer. I will join on **September 12, 2022**.


Principal
Dronacharya College of Engg.
Farukh Nagar - 123609



Appendix

Compensation Structure

A (1) - Fixed Compensation: Salary	Annual - In INR	Monthly - In INR
Basic Salary	INR 240,000.00	INR 20,000.00
House Rent Allowance (HRA)	INR 96,000.00	INR 8,000.00
Special Allowance	INR 184,200.00	INR 15,350.00
A (2) - Fixed Compensation: Allowance		
Conveyance Allowance	INR 19,200.00	INR 1,600.00
Lunch Allowance	INR 24,000.00	INR 2,000.00
Medical Allowance	INR 15,000.00	INR 1,250.00
A (3) - Other Emoluments		
Provident Fund - Employers Contribution	INR 21,600.00	INR 1,800.00
Total Paid Out Compensation*	INR 600,000.00	INR 50,000.00
Annual Performance Linked Incentive (APLI)**	INR 50,000.00	
Long Service Incentive (LSI)***	INR 39,000.00	
Cost To Company	INR 689,000.00	

Insurance Coverage

Medical Insurance Coverage	1. Group Medical Insurance Coverage up to INR 2,00,000/- for Self, Spouse 2 Children and 2 Parents 2. Retail Super Top Up Insurance of up to INR 10,00,000/- for Self, Spouse and 2 Children with specific waiting periods applicable. This policy triggers once Group Medical Insurance Coverage of INR 2,00,000/- is exhausted
Group Personal Accident Insurance Coverage	INR 10,00,000/- coverage for employee
Group Term Life Insurance Coverage	Coverage under the Term Life Insurance for the employee for approximately up to two times the annual Cost To Company

Note:

Fixed Compensation*

Your gross base annual salary is INR 6,00,000/- (Indian Rupees Six Lakhs only), which will be paid monthly in arrears.

APLI**

1. All APLI (Annual Performance Linked Incentive) payouts are dependent on yours as well as company's performance.
2. You will be eligible for APLI only if you are a confirmed employee and have not resigned or serving notice period.
3. Your APLI will be prorated for your total period of service till March of every year.
4. APLI payouts if announced, will happen between May to Jun every year. If APLI payments are announced, your eligibility to receive APLI will depend on your successfully meeting all conditions specified in clause 2 above.

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LSI***

1. Your first LSI (Long Service Incentive) payout will happen along with your monthly payroll once you complete 2 years of service. You will be eligible for a LSI amount of **INR 78,000/- (Indian Rupees Seventy Eight Thousand Only)** once you complete 2 years of service
2. Your second LSI (Long Service Incentive) payout will again happen along with your monthly payroll once you complete 3 years of service. You will be eligible for a LSI amount of **INR 1,08,000/- (Indian Rupees One Lakh Eight Thousand Only)** once you complete 3 years of service
3. You will be eligible for LSI only if you are a confirmed employee and have not resigned or serving notice period.
4. All LSI payments are subject to the applicable company policy on LSI as on the date of your eligibility
5. If there is a change in the company policy on LSI, the LSI you have accrued till the date of the policy change will be prorated accordingly and paid to you

All your incomes will be subject to taxation as per law applicable.

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Pitambra Nagar - 120009



Terms and Conditions

1. Date of Appointment

Your employment will be effective from your Date of Joining.

2. Remuneration and Benefits

- (a) Your annual remuneration (all-inclusive) will be **Rs. 6,89,000**, the details of such break-up are more particularly set out under Appendix.
- (b) All payments will be as per the Company's policies / procedures /schedules in force from time to time and will be subject to deduction of appropriate taxes at source. Appropriate recoveries will be implemented towards any statutory liabilities arising on your account as a full-time employee of the Company, such as contribution to Provident Fund etc.
- (c) The Company shall be entitled to deduct from your salary (and any other sums) due to you, any sums that you may owe to the Company at any time.
- (d) You shall submit investment declarations together with the required proof of tax saving investments or other permitted deductions from time to time to enable the Company to comply with statutory tax requirements under applicable law. In the event the Company is made liable to pay any amount, interest or penalty under applicable law consequent to any non-compliance by you, the Company shall deduct the amount paid or payable from your salary or other payments and you hereby permit the Company to make such deductions without prejudice to any other remedy that is available to the Company for recovering the said amount.
- (e) You acknowledge that no further remuneration or compensation other than that provided for in this letter shall become due to you in respect of the performance of your obligations with respect to the services rendered by you, provided that your remuneration shall be subject to revision pursuant to your performance review.

3. Place of work


You should be prepared to work anywhere in India or overseas, if the Company so directs you on account of emergencies of work. You would also be required to provide your services to the Company's affiliates, subsidiaries or associates, if and when required by the Company at its sole discretion and at no additional compensation.

4. Responsibility

- (a) You will be responsible for Software Development and Support activities and also will be accountable for the other related assignments as given to you from time to time by your reporting authority. You further agree that the scope of the roles and responsibilities may be amended at any time by the Company and such amendments shall be binding upon you.

You shall devote your business time, attention and energies to furthering the objectives of the Company and shall use best efforts, skills and ability to perform your responsibilities in a competent and professional manner. You shall not engage in any conduct that may inflict harm upon the reputation of the Company or its affiliates, clients, officers, directors, shareholders or employees.

- (b) You may be required to participate in training programs that may be conducted by the Company or by a client of the Company from time to time. These may include without limitation training with respect


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to data protection policies, handling of confidential information belonging to a client of the Company etc.

You will be responsible for the safekeeping and maintenance in good condition of all our equipment, instruments, furniture and fixtures, etc. which may be in your possession, use, care or charge. You agree to indemnify the Company for any losses which the Company may incur as a result of any damage to any assets of the Company by you and in such cases, the Company reserves the right to set off the value of the loss from the remuneration payable to you.

You agree and acknowledge that during the term of your employment with the Company, you shall not tamper with any security, DLP & system management software installed in the laptop provided to you for official work, without the prior consent of the Company. You further acknowledge that you shall ensure that the laptop provided to you by the Company shall be updated with the latest security software as required by the Company from time to time.

5. **Undertakings**

During the course of your employment with the Company, you may be required to provide appropriate undertakings, affidavits or any requirement as may be required by the Company or any client of the Company from time to time including but not limited to non-disclosure agreements, intellectual property assignment agreements etc. You agree to execute all such documents at no additional consideration payable to you by the Company or by any client of the Company. You agree that performance of this Clause is fundamental to your employment with the Company and a breach of this Clause shall entitle the Company to terminate your employment with immediate effect with no costs and damages payable by the Company.

6. **Transfer**

You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment or branch of the Company. In such case, you will be governed by the terms and conditions of service applicable to the new assignments. You may also be required to provide services from the premises of a client, and you agree to perform the same diligently and in accordance with the policies of the client as may be communicated to you by the client from time to time.

7. **Deputation**

You should be agreeable to work on deputation (if required) at any location on the terms and conditions directed by the Company. You agree that failure to abide with the above will amount to indiscipline and may lead to potential disciplinary action being taken against you as per the rules of the Company.

8. **Shifts**

You could be required to attend in shift as per the requirement of the Company at no additional remuneration payable to you by the Company.

9. **Probation**

You will be on probation for 6 months from the date of joining and your employment maybe confirmed with the Company, by writing, upon your satisfactory performance in the Company.

10. **Salary Information Confidentiality**

You understand and agree that your salary information is confidential. We appreciate your cooperation in keeping it confidential. In case if the company finds that such information is not kept confidential, company may take any action which is deemed fit.


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11. Exclusivity

Your position is a full-time employment with the Company and you shall devote yourself and render services exclusively to the business of the Company. You will not take up or engage in any other work for remuneration or work on advisory capacity or be interested directly or indirectly in any other trade or business during the employment with the Company without permission in writing from your reporting authority. In case, you have prior or existing engagements and/or activities, the Company shall be informed of the same in writing and the Company at their sole discretion may permit such engagements on a case-to-case basis. You shall provide to the Company in writing whether the aforementioned engagements and/or activities constitute any actual or potential conflicts of interest with your employment in the Company.

12. Company's Policies

(a) You will be governed by the Company's internal policies that will be in force from time to time. You shall observe & comply with such policies communicated to you during the term of your employment. You agree that during your employment with the Company, you may be required to comply with certain policies of the clients of the Company and you agree to strictly comply with the same at no additional remuneration or cost to the Company. You agree that any violation of the aforementioned policies may lead to potential disciplinary action being taken against you as per the rules of the Company.

(b) You further agree that you shall indemnify and hold harmless the Company from any and all losses, damages, claims or liabilities which result from your failure to comply with the policies of the Company or a client of the Company.

13. Dress Code

Flexible, mostly business casual. However, if your assignment requires you to work at a client location, you will be governed by the applicable policies of the client and you shall strictly abide by the same.

14. Past Record

If any declaration given or furnished by you to the company proves to be false or if you are found to have wilfully suppressed any material information, you shall be liable to be removed from service without any notice.

15. Employee's Confidentiality and Inventors Assignment Agreement

You shall execute the employee's Confidentiality and Intellectual Property Assignment Agreement as stipulated by the Company at the time of joining duty.

16. Termination

(a) This contract of employment is terminable by either party by giving One Month (30 days) written notice during the probation period and Two Months (60 days) written notice on confirmation of employment by the Company.

(b) Further the Company reserves the right to terminate this contract of employment with immediate effect by providing applicable salary in lieu of the notice period. It is at the sole discretion of the Company to waive the notice period and terminate this contract of employment by providing salary in lieu of the notice period. You hereby agree that the applicable salary is an adequate compensation in lieu of the notice period and that you will not claim any further or other compensation arising out of such immediate termination.


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- (c) The Company reserves the right to terminate your employment with immediate effect with no costs, damages or compensation payable to you in the event (i) any information provided by you on the basis of which the Company has employed you is determined by the Company to be false, untrue or misleading; (ii) of breach of any terms and conditions provided under this Offer Letter which cannot be cured by you within a period of 10 days from the date on which the breach is notified to you by the Company.

17. Voluntary Abandonment

Should you not report to duty for more than 5 consecutive days without prior sanction of leave from your superior, it is construed that you have voluntarily abandoned the services of the Company and your name shall be deleted from the muster rolls thereof.

18. Consequence of termination

- (a) At the time of your termination from the Company's employment in any manner whatsoever you shall

- (i) cooperate with the Company in completing any ongoing work or ensuring the orderly transition of such work to such other employees as the Company may designate;
- (ii) comply with all procedures and requirements connected with the termination including the formalities concerning handing over all Confidential Information including all correspondence, papers, documents, specifications, cost data, market data, literature, drawings, affects or record, formulae, laptops, compact discs, and any other valuables, property and assets etc. which belong to the Company in the manner as instructed by the Company. The Company shall be entitled to set off the value of any damage caused by you to the assets of the Company from the full and final settlement payable to you by the Company.
- (iii) cooperate with the Company with regard to any claims, controversies, disputes or complaints over which you have any knowledge or that may relate to you or your employment relationship with the Company. Such cooperation shall include, but is not limited to, providing the Company with all known information related to such claims, controversies, disputes or complaints and appearing and giving testimony in any forum; and
- (iv) pay in full to the Company, any amounts due to the Company by you whether by way of loans, advances, interest or otherwise, and irrespective of the date on which such amount was originally due. The Company may, with prior intimation to you, deduct such dues from your salary or any other amounts owed by the Company to you.

- (b) Final settlement of your dues and issuance of a certificate of employment shall be completed by the Company after you have completed these requirements in full.

19. Representations and Warranties

You represent and warrant to the Company that:

- (i) You are free to accept employment with the Company as contemplated herein, and have no other prior obligations or commitments of any kind to anyone which would, in any way, interfere with your acceptance of, or full performance of your obligations under, this Offer Letter, or the exercise of best efforts during the period of employment;
- (ii) the execution, delivery and performance of this Offer Letter by you does not conflict with, breach,


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violate or cause a default under any of the agreements relating to your previous employment(s), contract, instrument, order, judgment or decree to which you are a party or by which you are bound; and

(iii) the documents furnished by you to the Company are true, correct and complete in all respects.

20. Travel

You will be required to undertake travel on Company's work and you will be paid travel expenses or reimburse the expenses on providing copies of invoices as per the prevailing travel policy in the company.

21. Contact Information

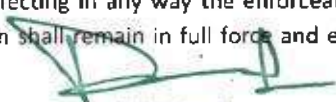
You will keep the company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during the period of your appointment.

22. Governing Law and Resolving Of Dispute

This Offer Letter shall be governed by the relevant laws in force in the State of Telangana, Hyderabad, India. In case of any non-resolvable differences arising at any time between the Parties hereto as to the interpretation or effect of this Offer Letter or any clause or matter herein contained or otherwise howsoever in relation to the Offer Letter, the same shall in the first instance be referred to arbitration by either a sole arbitrator, if the Parties can agree on a sole arbitrator or an arbitral tribunal consisting of three arbitrators, one each nominated by the Parties and the third chosen by the two appointed arbitrators. The arbitration shall be governed by the Indian Arbitration and Conciliation Act, 1996 and the seat of arbitration shall be Hyderabad, Telangana, India. Any arbitration award shall be final and binding and shall be paid by the party which does not principally prevail in the arbitration.

23. General

- (a) You agree that you will not directly or indirectly defame, disparage, or publicly criticize the services, business, integrity, veracity or reputation of the Company on any forum or through any medium of communication. This obligation of the Party shall survive the termination of this Offer Letter.
- (b) You shall not be entitled to assign any of the rights, liabilities or obligations under this Offer Letter without the prior written consent of the Company. The Company shall be entitled to freely assign its rights, liabilities and/or obligations under this Offer Letter to any of its affiliates.
- (c) This Offer Letter supersedes all prior discussions and agreements (whether oral or written, including all correspondence, if any, between the Parties with respect to the subject matter of this Offer Letter), and this Offer Letter (together with the Company's Policies) contain the sole and entire agreement between the Parties with respect to the subject matter hereof.
- (d) This Offer letter may be modified or amended and the terms hereof may be waived only by a written amendment or agreement making specific reference to this Offer Letter duly executed by or on behalf of the Parties or, in the case of a waiver, by the Party waiving compliance.
- (e) Any provision contained herein, which is invalid or unenforceable, shall be ineffective to the extent of such invalidity or unenforceability, without affecting in any way the enforceability or validity of the remaining provisions of this Offer Letter which shall remain in full force and effect to the maximum extent permitted by law.


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- (f) Each of the Parties shall cooperate with the others and execute and deliver to the other such instruments and documents and take such other actions as may be reasonably requested from time to time in order to carry out, give effect to and confirm their rights and intended purpose of this Offer Letter.
- (g) This Offer Letter may be executed in 2 (two) or more counterparts, each of which shall be deemed an original, but which together shall constitute one and the same instrument.
- (h) Remedies: Each Party acknowledges that its obligations under this Offer Letter are reasonable and necessary to protect the business and interests of the Company and that any violation of these restrictions may cause substantial irreparable injury to the other Party. Each Party acknowledges and agrees that the other Party's remedies at law for a breach or threatened or contemplated breach of any of the provisions this Offer Letter would be inadequate and, in recognition of this fact, the Party agrees that in the event of such a breach or threatened or contemplated breach the other Party shall be entitled, in addition to any other remedies available at law or equity, to obtain equitable relief in the form of specific performance, temporary restraining order, temporary, preliminary, or permanent injunctive relief, or any other equitable remedy which may then be available, to secure specific performance of such covenants and prevent a breach or a threatened or contemplated breach.
- (a)


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Employment contract

Between

ZolutionTech
Vesterbrogade 107d, 1620 Copenhagen
CVR-nr. 42518298
(hereinafter referred to as "the Company")

&

Name . Himanshu Tyagi
Personal no. 7011668316
(referred to as "the Employee")

(The Company and the Employee hereinafter collectively referred to as the "Parties" and separately "Party (s)")

the following employment contract (hereinafter referred to as the "Contract") has been entered into regarding the Employee's employment with the Company.

ACCESSION AND WORKPLACE

- 1.1. The employee is per. 02.02.2022 employed with the title of MERN Stack Developr Intern.
- 1.2. Remote work will be continued for 1 month, whereafter it is required to be at the office 3 out of 5 working days.
- 1.3. The internship period is of 6 months starting from the day of joining. And after the internship period based on employee performance he/she can get a full time offer.

RESPONSIBILITIES AND POWERS

- 1.4. The employee handles and is responsible for the employee's work tasks and areas of responsibility.
- 1.5. The employee refers to Adnan Azam, as his superior.

SALARY

- 1.6. The employee is paid INR 12000/- monthly.


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- 1.7. The salary is paid monthly in arrears and is available on the last working day of each month.
- 1.8. Any adjustment of the salary will take place after an interview once a year, however, our first period with the party will be reassessed after 3 months from employment. Employee interviews are otherwise held in accordance with the Company's personnel policy.
- 1.9. If a bonus agreement is to be entered into: In addition to the above-mentioned agreed basic salary, the employee receives a [annual / quarterly] [bonus / commission] on the specified terms. Bonus amounts will appear semi-annually as part of the Employee's usual and foreseeable salary.

WORKING HOURS

- 1.10. The normal weekly working time is 6 days a week of 8 hours, excluding lunch. There is no maximum working time attached to the mentioned position, and a certain amount of extra work must therefore be expected.

TRANSPORT

- 1.11. The company pays cost of travel if the employee lives more than 5 miles from the company.

TRAVEL AND REPRESENTATION

- 1.12. The Company pays the Employee's documented expenses for representing the Company and travels in the Company's service according to invoice.

HOLIDAYS

- 1.13. If the Employee, in agreement with the Company, has been promised to take paid leave at a time when a paid right to this has not yet been earned, the holiday taken is deducted from the right to paid holiday that the Employee subsequently earns. If the Employee


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resigns before equalization has taken place, the Company is not entitled to set off against the value of the non-compensatory holiday taken in the Employee's outstanding claim for salary and holiday pay.

- 1.14. Fixed closing days for the Company: In addition, the following days are considered compulsory holidays: Christmas Eve, New Year's Eve, Friday after Ascension Day and Constitution Day.

ILLNESS

- 1.15. In the event of illness, the Employee is obliged to notify Adnan of absence as soon as possible and no later than 07.00 am on the first day of absence.
- 1.16. The employee is obliged to, at the Company's request, provide proper documentation for his illness. Similarly, at the Company's request, the Employee is obliged to participate in sick leave interviews, unless the Employee's illness is of a nature that precludes the Employee's participation in it.

TERMINATION

- 1.17. The first three months of the employment relationship are referred to as probationary periods, where the mutual notice is 14 days. Termination during the probationary period can be given for resignation on any day of the month.
- 1.18. After the end of the probationary period, the employment relationship can be terminated by both parties with one month's valid notice.

DUTY OF SECRET

- 1.19. The Employee has a duty of confidentiality with regard to everything the Employee experiences in connection with the performance of his work, unless these are matters which, by their nature, must be brought to the knowledge of a third party. This duty of confidentiality also applies after the Employee has resigned from his position in the Company.

INTELLECTUAL PROPERTY RIGHTS

- 1.20. All material produced by the Employee during the performance of the person's work or in accordance with the Company's instructions belongs to the Company.



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- 1.21. Any right over the Employee's inventions accrues to the Company free of charge.
- 1.22. The Employee is obliged to assist the Company with registrations and patenting of the Employee's inventions.

COMPETITION CLAUSE

- 1.23. With respect to the rules of the Employment Clause Act, the following competition clause applies, from the Employee has obtained 6 months seniority in the Company and until [a choice can be made between a term of the clause of 6 or 12 months], after the Employee has resigned.
- 1.24. The employee is not entitled - either directly or indirectly - to be employed or interested in any company that competes with the Company's company at any time.
- 1.25. The background for the non-compete clause is that the Employee holds a very special trusted position, as the Employee [here is inserted a specific indication of which conditions in the Employee's employment that entails that it is required to enter into an agreement on a non-compete clause, for example: has access to the Company's confidential information, including code / supplier agreements / customer register / price agreements / discount schemes, etc.]

SIDE EMPLOYMENT

- 1.26. The employee is not entitled to take both paid and unpaid secondary employment outside the Company, unless the Company's written consent has been obtained prior to the commencement of secondary employment.

CONTINUING EDUCATION

- 1.27. The employee has a duty to ensure the necessary continuing education, both professionally to be so much involved in the latest technology and systems. The company bears the costs for this.

2. SIGNATURES

This Contract is signed in 2 identical copies, of which each Party receives one.


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For

Himanshu Tyagi

Date:05.03.2022



Name:Himanshu Tyagi

For

Zolutiontech

Aske Meyer

Date: 02.02.2022

Name: Aske Meyer

Titel	MERN Stack Developer Intern
Department	Zolutiontech India
Superior referee	Adnan or Aske Meyer
Purpose of the position	To develop Websites and Apps with the MERN Technology.
Prepared	02.02.2022

Bilag 1.7 - Bonusaftale

[her indsættes en eventuel bonus- eller provisionsaftale]



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Farukh Nagar - 123603

Date: 04/08/2022

Name: Rahul Singh

Address: House No. 127, Street No. 1/7A,
Basai Enclave, Gurgaon, 122006

EMPLOYMENT OFFER LETTER

Dear Rahul,

Congratulations! We are pleased to confirm that you have been selected to work with **Tech Almond Solutions Pvt.Ltd. (ALMOND)** your designation will be **Flutter Developer**.

We are delighted to make you the following job offer.

The position we are offering you is **Flutter Developer** at a salary/wages of **33,600 INR Monthly**. Your working hours will be from **09:30 A.M. to 06:30 P.M** from **Monday to Friday**. This is a permanent position in Gurgaon.

Your Annual CTC will be **4,03,200 Annually**.

Salary Breakup:

CTC	33,600
Gross Salary	31,800
Basic	16,800
HRA	11,760
Conveyance	2,520
Medical	720
PF Employer	1,800
PF Employee	1,800
Take home	30,000

We would like you to start work from **01st Aug, 2022** at **Tech Almond Solutions Pvt.Ltd. (ALMOND)**. Please report to HR Department, for documentation and orientation.

Probation (or Provisional) Period will be of 6 months from joining (Based on Performance).

We are confident that you will be able to make a significant contribution to the success of Tech Almond Solutions Pvt.Ltd. (ALMOND) looking forward to work with you.

Thank you!

Authorized Signatory,
Ruchi Akolkar Saini
Director – HR & Operations

**TECH ALMOND SOLUTIONS PRIVATE LIMITED,
UNIT 1214, TOWER A, 12th Floor, SPAZE ITECH PARK,
SEC49, SOHNA ROAD, GURUGRAM 122001**


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Admission Dronacharya Group of Institutions

From: dhruv rana <dhruvrana4@gmail.com>
Sent: Thursday, December 29, 2022 1:27 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Tech M LOI - Mandatory Course Details

----- Forwarded message -----

From: Campus Joining <campusjoining@techmahindra.com>
Date: Wed, 28 Dec, 2022, 2:03 pm
Subject: Tech M LOI - Mandatory Course Details
To: Campus Joining <campusjoining@techmahindra.com>


Dear Applicant,

We deeply appreciate your Interest in Tech Mahindra!

Further to LOI issued recently, we would like to share some more details related to Learning and Certification courses mentioned to be completed. It is mandatory to complete all the courses before **30th Jun'23**.

Please note the below –

- You would receive an auto mail from Tech Mahindra (via Udemmy Business) [no-reply@e.udemymail.com](mailto:reply@e.udemymail.com) – for your account to be activated. if not found in your mailbox then please check Junk/Spam folders as well.
- Please activate your Udemmy License before **10th Jan'23**, in case License is not claimed before 10th Jan'23 then it will be taken back and candidature will be marked as cancelled.
- Please use the same email ID to access the courses which was used at the time of registration and evaluation (On which you have received the LOI). No changes will be accepted for email ID change.
- All these courses are free of cost and you don't have to pay any course fee.
- Completion of below mentioned 13 Udemmy courses followed by Tech M Test is mandatory before becoming eligible for an offer.
- **Please note there will be an Integrated Certificate Test post course completion, clearing of that test will be mandatory for further process.**
- Certification test details will be shared through separate mail at later stage.
- All these courses are non-transferable. DO NOT share login credentials with anyone else. Any violations would stand your candidature cancelled.
- Post commencing learning, for any technical issue; you may connect Udemmy support on that page itself under Help & Support (At the bottom of Udemmy Page) and click on Contact Us.


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After account activation and successful login, you will need to click on Learning Paths and from that select **IT Foundation – Technical 2023** Learning path and start learning individual courses beneath it:

Category	Udemy Course Name	Course Duration (in Hrs)
Programming Foundations	Programming 101	4.5
Data Structures & Algorithms	Data Structures A-Z : Data Structures + Algorithms Bootcamp	7.5
Web Programming	Complete Web Design Course: HTML, CSS, Javascript and jQuery	27.5
Linux Fundamentals	Learn Linux in 5 Days and Level Up Your Career	13.5
Shell Scripting	Bash Shell Scripting: Crash Course For Beginners	5.5
SQL	SQL for Beginners: Learn SQL using MySQL and Database Design	8
Python basics	The Python Bible™ Everything You Need to Program in Python	9
Cloud Computing	A Practical Introduction to Cloud Computing	2.5
Agile & Scrum	Agile Fundamentals: Including Scrum and Kanban – 2022	4.5
Software Testing	Certified Tester ISTQB Foundation Level (CTFL) -Updated 2022	9.5
Communication	The Art of Communications – Become a Master Communicator	4
Email Writing	Write Better Emails: Tactics for Smarter Team Communication	1.50
Business Etiquettes	Business Etiquette 101: Social Skills for Success	4.7


If you have any queries before logging in to Udemy portal you may connect with us on Campus2023@TechMahindra.com

Thanks & Regards,

Campus Team

Tech Mahindra Ltd.

Disclaimer: This message and the information contained herein is proprietary and confidential and subject to the Tech Mahindra policy statement, you may review the policy at <http://www.techmahindra.com/Disclaimer.html> externally <http://tim.techmahindra.com/tim/disclaimer.html> internally within TechMahindra.


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Admission Dronacharya Group of Institutions

From: Campus Joining <campusjoining@TechMahindra.com>
Sent: Tuesday, November 8, 2022 5:52 PM
To: Mohit Jaiswal
Subject: Tech M Campus 2023 - Final Update
Attachments: TechM - Campus 2023 - HR Status.xlsx

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Professor,

Greetings from Tech Mahindra Ltd Campus Team !

We would like to thank you for the support that you have extended in coordination of Campus 2023 drive. Without your support it would not have been possible.

We have successfully completed the Campus 2023 drive and attached is the list of successful candidates who have cleared TechM campus evaluation process.

Soon we will work on their Letter of Intent release process and confirm to you.


We would like to congratulate the successful candidates who will be part of Tech Mahindra Family soon.

Wishing the same support in future as well.

If any queries – please reach out to me on the mail - **Mohit Jaiswal <Mohit.Jaiswal@TechMahindra.com>**

Thanks & Regards,
RMG Campus Team
Tech Mahindra Ltd.

Disclaimer: This message and the information contained herein is proprietary and confidential and subject to the Tech Mahindra policy statement, you may review the policy at <http://www.techmahindra.com/Disclaimer.html> externally <http://tim.techmahindra.com/tim/disclaimer.html> internally within TechMahindra.


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Farrukh Nagar - 122008

Admission Dronacharya Group of Institutions

From: vikash.singh3@aon.com
Sent: Monday, September 26, 2022 7:13 PM
To: Ms.Renu
Subject: Congratulations || Tejas Networks || 2023 Batch || Offered Candidate



Dear Ms.Renu,

Greetings from Aon's Assessment Solutions.

Congratulations!! We are delighted to inform you that below candidate(s) have been offered for the **Engineer-R&D** Designation in Tejas Networks.

Candidate Id	Name	Branch
76026	Piyush Garg	Computer Science Engineering

Salary: INR 1000000 per annum

Thank you for your support during the entire process, Looking forward in adding value to your esteemed institute.

Regards,

Team Aon's Assessment Solutions.

ndiasupport@aon.com

Stay Connected



This email is system generated, please do not respond to this email.

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Principal
Dronacharya College of Engg.
Farrukh Nagar - 122600

11-10-2022

Mr. Piyush Garg

H No-531/14, Gali N.5, Ram Nagar, Near Bhuteshwar Mandir, Gurgaon, Haryana - 122001

Dear Piyush Garg,

We welcome you to Tejas and are pleased to offer you the position of **Engineer, R&D** located at **Bengaluru/Mumbai/Gurgaon**. This offer is valid subject to you accepting this offer by **18-10-2022** and you will be required to join us by the date of joining as mentioned below. The terms and conditions of your offer are given below:

1. Date of Joining: 03-08-2023

2. Key Result Areas: You will be reporting to **Manager, R&D**, who will finalize your roles and responsibilities.

3. Compensation: Your total compensation including fixed, variable pay (if applicable) and welfare benefits will be **Rs.1000008/- (Ten Lakh Eight Rupees only)** per annum. The details of this are in Annexure A.

4. Leave: You will be eligible for 15 days privilege leave as per the leave policy of the company. You will also be eligible for 12 days of casual/sick leave. All leaves will be prorated during a given financial year (April 1st to March 31st) based on your date of joining.

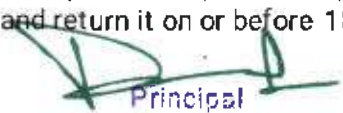
5. Area of work: You must be willing to take on any responsibilities that are reasonably assigned to you by the company and be willing to relocate to any of our offices.

6. Probation: You will be on probation for a period of three (3) months commencing from your date of joining and the Company reserves the right to extend your Probation Period at its sole discretion. Further, company can terminate your employment during the Probation Period by giving seven (7) days written notice to you without assigning any reasons whatsoever. If your performance, conduct, aptitude is deemed poor or unfit by the company, your Probation Period may be extended or you may be put on a performance improvement plan or your employment may be terminated at the sole discretion of the company.

7. Notice Period: The notice period will be 60 days as per the separation policy. Either party can terminate the employment contract by providing this notice.

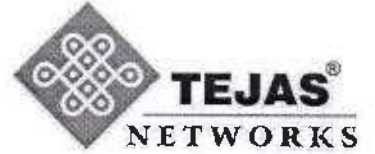
All other terms and conditions of your employment shall be as per your employment contract. This will contain policies like 'conflict of interest', 'non-disclosure and confidentiality', 'responsibility of company assets' and other relevant rules and regulations of the company as applicable and amended from time to time. The employment contract will be signed upon your joining.

We hope this will be the beginning of a long and mutually beneficial relationship between you and Tejas. Please sign copy of the offer letter as a confirmation of your acceptance and return it on or before **18-10-2022**.


Principal
Dronacharya College of Engg.
Farukh Nagar - 122602

Tejas Networks Ltd.

Regd. Office: Plot No. 25, 5th Floor
J.P. Software Park, Electronic City Phase I
Hosur Road, Bengaluru 560 100, India
Tel : +91- 80- 4179 4600/700/800
Fax: +91- 80- 2852 0201



Sincerely yours,
FOR TEJAS NETWORKS LIMITED

A handwritten signature in black ink, appearing to read "Abhijat Mitra".

Abhijat Mitra
Chief Human Resources Officer

Accepted the Offer:

Signature:

Name: Piyush Garg

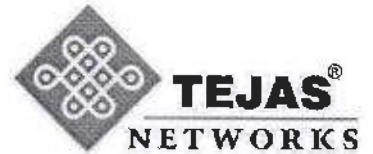
Date of Joining: 03-08-2023

A handwritten signature in green ink, appearing to be the signature of the Principal.

Principal
Dronacharya College of Engg
Farrukh Nagar - 123698

Tejas Networks Ltd.


Regd. Office: Plot No. 25, 5th Floor
J.P. Software Park, Electronic City Phase 1
Hosur Road, Bengaluru 560 100, India
Tel : +91- 80- 4179 4600/700/800
Fax: +91- 80- 2852 0201



Annexure A

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic Salary	492000	41000
House Rent Allowance	196800	16400
LTA	60000	5000
Internet Allowance	6000	500
Other Allowance	136512	11376
Total A	891312	74276
Gratuity	23652	1971
Employer Provident Fund	59040	4920
Total B	974004	81167
Total Gross	974004	81167
Welfare Benefit		
Medical Insurance Coverage	26004	2167
Total CTC	1000008	83334

1. Tejas offers a compelling benefits package which includes medical insurance for family, personal accident insurance and statutory term insurance.
2. Relocation: You are eligible to claim travel and relocation expense reimbursement to Bengaluru/Mumbai/Gurgaon, at actuals, subject to maximum of Rs.5000/- (Rupees five thousand only). You will also be provided with 15 days of accommodation in Bengaluru/Mumbai/Gurgaon.
3. Training Expenses: In the event of you leaving the organization within one year from the date of joining, an amount of Rs. 50,000/- (Rupees fifty thousand only) will be recovered towards training expenses.


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

MR SHIVAM MONGA
37/7, First Floor, Ashok Nagar
New Delhi - 110018

12-05-2022

Dear Shivam,

We at The **TPOD Technologies** are pleased to inform you that after carefully considering your profile, we have arrived upon a consensus that you can join us as **Product Designer**. We congratulate you on this achievement.

You will join on probationary basis for 3 months that can be reduced down to two months on the basis of your performance and will be reporting at our Okhla office.

The annual starting salary for this position is INR Seven Lakhs Twenty Thousand - ₹720,000/- to be paid on a annual basis.

Kindly find enclosed all the other details in the annexures with this letter. We look forward to working with you. We believe your skills and experience are an excellent match for our company.

Please confirm your acceptance of this offer by signing and returning this letter by 15-05-2022.

Welcome to the team!

Regards,



Shubham Malik
Director



Principal
Dronacharya College of Engg.
Farukh Nager - 122008

ANNEXURE -A

1. Day of Commencement:

You are expected to report to your duties as from 10th April 2022. Your contract is based on a period of 3 months and "on the basis of your performance in first 2 months, we may end your probation and offer you permanent position".

2. Allocated Place of Work:

You will be based initially at the company's corporate office located in Okhla Phase II, New Delhi and can be relocated within the city limits.

3. Roles and Responsibilities:

Your roles and responsibilities will be outlined and explained during the first week. Your signature will imply that you fully agree with all the terms and conditions laid out in this contract.

4. Monthly Salary:


You are entitled to a monthly salary amounting to ₹60,000/- per month plus conveyance allowance for business meeting, if any (as per traveling sheet format).

5. Working Hours:

Your working hours shall be from 10:30 A.M to 7:30 P.M (Monday-Saturday). However, you may also be required to avail yourself outside these stipulated hours if the need arises.

6. Leave:

You will be entitled to take 1 casual and 1 sick leave in a month (Casual leaves are available only for Permanent employees. In Probation period, there is no such entitlement of any casual leave) and one day prior notice is required for availing casual leave.



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Dronacharya College of Engg.
Farukh Nagar - 122606

7. Termination:

This contract can be terminated:

1. By either party given a prior 7 working day notice period for employees serving probation period and one month notice period for permanent employees and written notice failure to which a compensation equivalent to a month's salary will be awarded/deducted.
2. By the Employer on grounds of indiscipline or under-performance.
3. By the Employer on account of redundancy/retranchment as per the law.

8. Copyrights and Ownership:

You shall not work with any other company either full time or part-time in a capacity that would create a conflict of interest with the company.

9. Amendment and Enforcement:

Any alterations or amendment to this contract shall be duly communicated in writing taking into consideration both the employer's and employee's views.

10. Assignment:

The Employee acknowledges that any work including without limitation inventions, designs, ideas, concepts, drawings, working notes, artistic works that the Employee may individually or jointly conceive or develop during the term of Employment are "works made for hire" and to the fullest extent permitted by law, Employee shall assign, and does hereby assign, to the Employer all of Employee's right, title and interest in and to all Intellectual Property improved, developed, discovered or written in such works.

Employee shall, upon request of the Employer, execute, acknowledge, deliver and file any and all documents necessary or useful to vest in the Employer all of Employee's right, title and interest in and to all such matters.


Principal
Dronacharya College of Engg
Farrukh Nagar - 123306

11. Confidentiality:

The Employee acknowledges that, in the course of performing and fulfilling his duties hereunder, he may have access to and be entrusted with confidential information concerning the present and contemplated financial status and activities of the Employer, the disclosure of any of which confidential information to the competitors of the Employer would be highly detrimental to the interests of the Employer. The Employer owns any intellectual property created by the Employee during the course of the employment, or in relation to a certain field, and he shall thereon have all the necessary rights to retain it. After termination of employment, Employee shall not impose any rights on the intellectual property created. Any source code, software or other intellectual property developed, including but not limited to website design or functionality that was created by the employee, during the course of employment under this Agreement, shall belong to the Employer.

12. Applicable Law and Jurisdiction:

This Agreement shall be governed by and construed in accordance with the laws of Delhi, India. Each party hereby irrevocably submits to the exclusive jurisdiction of the courts of Delhi, for the adjudication of any dispute hereunder or in connection herewith.

Employee's Signature



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123008



Internship Offer Letter

16th September 2022

Dear Nitesh Saini,

We are pleased to offer you the position of **"Data Engineer Intern"** at Infi Technologies Private Limited (referred to as "Company" hereafter). This offer would take effect from your date of joining i.e. **19th September 2022**. You will be reporting to the **"Director of Engineering"**.

You will be working from the Office for this position.

Your remuneration package would be as attached herein **Annexure-A**.

The normal working days are Monday to Friday every week. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The working hours are from 10:00am to 07:00pm. You might be required to work for additional hours depending on the work.

As you will be working as an Intern in the Company, it is likely that you will work on confidential and or proprietary information related to the operations, products, and services of the Company and its clients. By accepting this internship offer letter you would agree that during your tenure or in any time thereafter, (i) you will not use for any purpose other than the duly authorized business of the company, or disclose to any third party, any information relating to the company, or any of its affiliated companies, which is proprietary to the company or any of its affiliated companies ("Confidential Information"), including any trade secret or any written (including in any electronic form) or oral communication incorporating Confidential Information in any way (except as may be required by law or in the performance of your duties under this agreement consistent with company's policies); and (ii) you will comply with any and all confidential obligations of the company to a third party, whether arising under a written agreement or otherwise. Information shall not be deemed Confidential Information which is or becomes generally available to the public other than as a result of a disclosure by you or at your direction or by any other person who directly or indirectly receives such information from you, or it becomes available to you on a non confidential basis from a source which is entitled to disclose it to you.

This letter of internship offer is based on the information furnished in your application for Product Intern and during the interviews you had with the Company. If at any time in the future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your internship is liable to be terminated without notice. Any disputes arising out of this letter shall be governed by and construed in accordance with the Laws of India.


Principal
Dronacharya College of Engg.
Farukh Nagar * 122002

Infi Technologies Private Limited

Corporate Office: First Floor, Vatika Triangle, Sushant Lok -1 , Block-A, M.G. Road,
Gurgaon, Haryana, 122002



This internship offer is valid for a period of 1 day from today and, if not accepted by that date, will automatically stand null and void and should be returned to us in original with all / any other documents that may have been provided to you. If you accept this internship offer of appointment, you will be required to please sign and return a duplicate copy of this letter signifying your acceptance on the terms and conditions mentioned.

We welcome you to our Company and look forward to your contribution to the growth of the Company and yourself.

Kindly sign and return to us the duplicate copy of this letter and Annexure as your Acceptance.

Yours Sincerely,

Hanupriya Duggal
People and Culture- Manager
Infi Technologies Private Limited

Acceptance Date:

Nitesh Saini

Annexure-A

Compensation Details	
Monthly Stipend	INR 25,000 per month


Principal
Dronacharya College of Engg.
Farukh Nagar - 120008

Infi Technologies Private Limited
Corporate Office: First Floor, Vatika Triangle, Sushant Lok -1 , Block-A, M.G. Road,
Gurgaon, Haryana, 122002



Internship Offer Letter

22nd August 2022

Dear Utkarsh Shaw,

We are pleased to offer you the position of **"Data Engineer Intern"** at Infi Technologies Private Limited (referred to as "Company" hereafter). This offer would take effect from your date of joining i.e. **23rd August 2022**. You will be reporting to the **"Director of Engineering"**.

You will be working from the Office for this position.

Your remuneration package would be as attached herein **Annexure-A**.

The normal working days are Monday to Friday every week. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The working hours are from 10:00am to 07:00pm. You might be required to work for additional hours depending on the work.

As you will be working as an Intern in the Company, it is likely that you will work on confidential and or proprietary information related to the operations, products, and services of the Company and its clients. By accepting this internship offer letter you would agree that during your tenure or in any time thereafter, (i) you will not use for any purpose other than the duly authorized business of the company, or disclose to any third party, any information relating to the company, or any of its affiliated companies, which is proprietary to the company or any of its affiliated companies ("Confidential Information"), including any trade secret or any written (including in any electronic form) or oral communication incorporating Confidential Information in any way (except as may be required by law or in the performance of your duties under this agreement consistent with company's policies); and (ii) you will comply with any and all confidential obligations of the company to a third party, whether arising under a written agreement or otherwise. Information shall not be deemed Confidential Information which is or becomes generally available to the public other than as a result of a disclosure by you or at your direction or by any other person who directly or indirectly receives such information from you, or it becomes available to you on a non confidential basis from a source which is entitled to disclose it to you.

This letter of internship offer is based on the information furnished in your application for Product Intern and during the interviews you had with the Company. If at any time in the future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your internship is liable to be terminated without notice. Any disputes arising out of this letter shall be governed by and construed in accordance with the Laws of India.


Principal
Dronacharya College of Engg
Farukh Nagar - 122002

Infi Technologies Private Limited

Corporate Office: First Floor, Vatika Triangle, Sushant Lok -1 , Block-A, M.G. Road,
Gurgaon, Haryana, 122002



This internship offer is valid for a period of 1 day from today and, if not accepted by that date, will automatically stand null and void and should be returned to us in original with all / any other documents that may have been provided to you. If you accept this internship offer of appointment, you will be required to please sign and return a duplicate copy of this letter signifying your acceptance on the terms and conditions mentioned.

We welcome you to our Company and look forward to your contribution to the growth of the Company and yourself.

Kindly sign and return to us the duplicate copy of this letter and Annexure as your Acceptance.

Yours Sincerely,

Hanupriya Duggal
People and Culture- Manager
Infi Technologies Private Limited

Acceptance Date:

Utkarsh Shaw

Annexure-A

Compensation Details	
Monthly Stipend	INR 25,000 per month


Principal
Dronacharya College of Education
Farrukh Nagar - 123668

Infi Technologies Private Limited

**Corporate Office: First Floor, Vatika Triangle, Sushant Lok -1 , Block-A, M.G. Road,
Gurgaon, Haryana, 122002**



Offer Letter

22nd November, 2022

Dear Utkarsh,

We are pleased to offer you the position of "SDE-1" at Infi Technologies Private Limited (referred to as "Company" hereafter). This offer would take effect from your date of joining i.e. **03rd July, 2023**. You will be reporting to the "Director of Engineering".

You will be posted in **Gurgaon, Haryana**.

Your remuneration package would be as attached herein **Annexure- A & B**

The normal working days are Monday to Friday every week. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The working hours are from 10am to 7pm. You might be required to work for additional hours depending on the work. You would be granted with Leave and other HR policies post your joining. There will be a 1 year bond starting from 1st July 2023 to 1st July 2024. If you don't serve the organization for said 1 year you will have to pay 30% of your total CTC to the organization on your separation.

As an employee of the Company, it is likely that you will work on confidential and or proprietary information related to the operations, products, and services of the Company and its clients. By accepting this offer letter you would agree that during the employment term or in any time thereafter, (i) you will not use for any purpose other than the duly authorized business of the company, or disclose to any third party, any information relating to the company, or any of its affiliated companies, which is proprietary to the company or any of its affiliated companies ("Confidential Information"), including any trade secret or any written (including in any electronic form) or oral communication incorporating Confidential Information in any way (except as may be required by law or in the performance of your duties under this agreement consistent with company's policies); and (ii) you will comply with any and all confidential obligations of the company to a third party, whether arising under a written agreement or otherwise. Information shall not be deemed Confidential Information which is or becomes generally available to the public other than as a result of a disclosure by you or at your direction or by any other person who directly or indirectly receives such information from you, or it becomes available to you on a non confidential basis from a source which is entitled to disclose it to you.

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Infi Technologies Private Limited Farrukh Nagar - 123506

Corporate Office: First Floor, Vatika Triangle, Sushant Lok -1 , Block-A, M.G. Road,
Gurgaon, Haryana, 122002



documents, property or any Confidential Information, or reproduction of any aforementioned items developed by you pursuant to your employment with the Company or otherwise belonging to the Company, its successors or assigns.

Once you complete your probationary period, the Company may terminate your employment by giving you prior notice. The termination shall be effective after 2 months from the date of such notice. Alternatively, the Company may terminate your employment with immediate effect, upon giving the salary in lieu of notice. In case of breach of responsibilities, misconduct or gross-negligence the Company can terminate your employment with immediate effect and without any notice. You may resign from the Company by giving 2 months' notice to the Company and handing all devices, records, data, notes, reports, proposals, lists, correspondences, specifications, drawings, blueprints, sketches, materials, equipment, other documents, property or any Confidential Information, or reproduction of any aforementioned items developed by you pursuant to your employment with the Company or otherwise belonging to the Company, its successors or assigns.

This letter of offer is based on the information furnished in your application for employment and during the interviews you had with the Company. If at any time in the future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice. Any disputes arising out of this letter shall be governed by and construed in accordance with the Laws of India.

This offer is valid for a period of 1 day from today and, if not accepted by that date, will automatically stand null and void and should be returned to us in original with all / any other documents that may have been provided to you. If you accept this offer of appointment, please sign and return a duplicate copy of this letter signifying your acceptance of the terms and conditions mentioned.

Note: You shall keep your compensation details including any benefits provided to you, strictly confidential within and outside the company. Any instance of compensation details being shared with others can lead to a disciplinary action by the company including immediate end of the employment.

We welcome you to our Company and look forward to your contribution to the growth of the Company and yourself.

Kindly sign and return to us the duplicate copy of this letter and Annexure as your Acceptance.

Yours Sincerely,

Hanupriya Duggal
Manager | People & Culture
Infi Technologies Private Limited

Acceptance

Date:

Utkarsh Shaw


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123508

Infi Technologies Private Limited


Corporate Office: First Floor, Vatika Triangle, Sushant Lok -1 , Block-A, M.G. Road,
Gurgaon, Haryana, 122002

Annexure-A

Compensation Details	
Total CTC	INR 10,00,000 per annum
Fixed Salary	INR 6,50,000 per annum
Performance Bonus	Up to INR 1,00,000 per annum on completion of 12 months with the company based on your and company's performance.
ESOP's	<p>INR 2,50,000 worth ESOPs</p> <p>i.e. ESOPs of 1272 Trademo Technologies INC. These ESOPs would vest as per the below vesting schedule.</p> <p>318 ESOPs would be vested after completion of one year of employment with the Company. The remaining 954 ESOPs would be vested in 12 equal quarterly installments over the period of the next 3 years starting with completion of one year with the company.</p>
Provident Fund	An equal employee and employer contribution of INR 1800 per month each will be deducted from the salary.
TDS	Since TDS is applicable to given numbers, it depends upon the investment declaration provided by you.

Annexure-B

Components	New amount in INR (Per annum)
Basic	₹325,000
House Rent Allowance	₹162,500
Conveyance Allowance	₹19,200
Medical Allowance	₹15,000
Leave Travel Allowance	₹30,000
Special Allowances	₹56,575
Employer's PF Contribution	₹21,600
Gratuity	₹15,625
Mediclaime Insurance Cover	₹4,500
Total Fixed CTC	₹650,000


 Principal
 Dronacharya College of Education
 Farukh Nagar - 123506

Infi Technologies Private Limited

**Corporate Office: First Floor, Vatika Triangle, Sushant Lok -1 , Block-A, M.G. Road,
 Gurgaon, Haryana, 122002**



Note: You will receive the salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

*The gratuity amount will be paid after completion of your 5 years of services with the company.

**Medical Insurance Benefits included:

1. Health Insurance of INR 10 Lacs (with INR 35k deductible to be borne by the employee only in case of first hospitalization claim)
2. Unlimited tele consultations with doctors of all specialties
3. Annual full-body health check-up
4. 25% discount on pharmacy


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122002

Infi Technologies Private Limited

Corporate Office: First Floor, Vatika Triangle, Sushant Lok -1 , Block-A, M.G. Road,
Gurgaon, Haryana, 122002

Admission Dronacharya Group of Institutions

From: Sushant Sharma <sushant.22161@ggnindia.dronacharya.info>
Sent: Friday, October 14, 2022 11:35 AM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Documents for submission @ uCertify

----- Original Message -----

From: Neha Tiwari <neha.tiwari@ucertify.com>
To:
Cc: TPO <tpo@gnindia.dronacharya.info>, Ayush Mittal <ayush.mittal@ucertify.com>
Date: 10/13/2022 3:15 PM IST
Subject: Documents for submission @ uCertify

Dear Candidate,

Congratulations again on your selection. As per your joining date i.e. **14th November, 2022**. Please submit the following documents.

1. Xerox of mark sheets- high school, Intermediate, Graduation, PG
2. Photocopies of 2 ID proofs in which your address is mentioned. Please bring original IDs for verification, original IDs will be returned to you. One of the following is acceptable.

Adhaar Card, Voter Id Card, DL, Passport, first page of Bank Passbook. We do not accept PAN cards as ID proof, it does not have the address.

3. Xerox of PAN card and the first page of your bank passbook.
4. 2 Passport size photographs.
5. One stamp paper of Rs. 100 from Noida RTO with your name and address duly mentioned on it at the back
6. 1 Passport Size Photographs of 2 Witnesses and their copy of Aadhar Card.
7. **Bank Security (FD) of 25000/- (The FD needs to be submitted within the first week of joining).**

Please complete your documentation process by **02/11/2022** .

Please let me know for any query.

Regards
Neha Tiwari
HR Recruiter
Ucertify Training & Learning Pvt Ltd (Noida)

Office - G-50, Sector 63 near Mahindra First Choice Centre
Head Office - Opposite Law Faculty of AU, Chaitham lines

Mobile - 8707338640
Phone - 0120-4540091
Email - neha.tiwari@ucertify.com
website - <https://www.ucertify.com/>


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



Date: 26th October 2022
Name: Chirag
Mobile No: 8168938167
Email ID: chiragsethi503@gmail.com

OFFER LETTER

Dear Chirag,

Congratulations! We are pleased to confirm, that you have been selected to work for M/s Ummeed Housing Finance Private Limited, a company registered under the Indian Companies Act 1956, with its Corporate Office at Unit No. 809-815, 8th Floor, Tower - A, Emaar Digital Greens, Golf Course Extn. Road, Sector 61, Gurugram - 122102, Haryana. (Hereinafter known as "the Company"). We are delighted to make the following offer.

The designation we are offering is that of IT - Application Trainee at CTC of INR 3,05,772/- per annum at an internal grade of Executive Your tentative place of employment will be at the Company's Head Office. You will be required to join the services of the Company on or before 3rd July 2023. If this date is not acceptable, please contact us immediately.

All other terms, including statutory benefits, will be incorporated in the appointment letter/employment contract, which shall be issued to you on the day of your onboarding.


You are requested to report to Mr. Ajay Chooramani at the aforesaid date of joining along with the documentation as listed in Annexure A.

Please sign the enclosed copy of this letter and return it to us within 2 days of the Offer Letter issuance.

We are confident you will be able to make a significant contribution to the success of our Company and we look forward to working with you.

Sincerely,

For Ummeed Housing Finance Private Limited


Sachin Grover
Chief Operating Officer


Principal
Dronacharya College of Engineering
Farrukh Nagar - 123506

UMMEED HOUSING FINANCE PVT. LTD.

Regd. Off: 318, DLF Magnolias, Sector 42, Golf Course Road, Gurgaon - 122002, Haryana INDIA
Corp. Off: Unit No.809-815, 8th Floor, Tower-A, Emaar Digital Greens, Golf Course Extn. Road, Sector 61, Gurugram-122102, Haryana INDIA
Phone: 0124 4836 480 | www.ummeedhfc.com | enquiry@ummeedhfc.com | CIN: U65922HR2016PTC05798



I accept the offer as outlined above

(Name).....Chirag.....

(Signature).....Chirag.....

(Date).....27/10/2022.....

Annexure A

You are required to produce the following documents at the time of joining:

1. 2 recent passport-size photographs
2. 2 copies of Photo ID proof (Passport copy, Driving License, Aadhar Card, etc)
3. Self-attested copies of all academic and professional qualifications, as mentioned in your resume/onboarding form
4. Experience certificate from your previous employer, if any, including salary details
5. Relieving letter from your previous employer, if any.
6. Copy of your resume duly attested
7. Address proof such as a copy of passport, DL, Aadhar Card
8. The Previous salary slips for 3 months
9. Cancelled cheque as proof of Bank account and IFSC code.

Please note:

Your appointment is subject to submission of the above documents, submitted within one working week of joining. In case of any irregularities, deficiencies, or inconsistencies in the documents submitted and data provided during the interview process, the offer is liable to be withdrawn and canceled.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 120008

UMMEED HOUSING FINANCE PVT. LTD.

Regd. Off: 318, DLF Magnolias, Sector 42, Golf Course Road, Gurgaon - 122002, Haryana INDIA
Corp. Off: Unit No.889-915, 8th Floor, Tower-A, Emaar Digital Greens, Gold Course Extn. Road, Sector 61, Gurugram-122102, Haryana INDIA
Phone: 0124 4836 480 | www.ummeedhfc.com | enquiry@ummeedhfc.com | CIN: U65922HR2016PTC05798



Salary Break-up

Pay Head	Monthly	Annual
Fixed Salary & Allowances		
Basic	10,000	1,20,000
House Rent Allowance	5,000	60,000
Special Allowance	7,367	88,408
Leave Travel Allowance	833	9,996
Statutory Contributions		
Provident Fund	1,800	21,600
Fixed CTC	25,000	3,00,000
Retirement Benefits		
Gratuity	481	5,772
Total CTC	25,481	3,05,772
Contributions/Deductions		
Provident Fund	3,600	
Gross Deductions	3,600	
Net Salary	21,400	

- All current and future taxes, payments, or any such deductions by any government / statutory bodies / labour laws as required will be borne by the Employee
- Variable performance bonus/ incentive as per Company's policies


 Principal
 Dronacharya College of Engg.
 Farrukh Nagar - 123506

UMMEED HOUSING FINANCE PVT. LTD.

Regd. Off: 318, DLF Magnolias, Sector 42, Golf Course Road, Gurgaon - 122002, Haryana INDIA
 Corp. Off: Unit No.889-815, 8th Floor, Tower-A, Emaar Digital Greens, Gold Course Extn. Road, Sector 61, Gurgaon-122102, Haryana INDIA



UMMEED
HOUSING FINANCE

Date: 26th October 2022
Name: Sarthak Agarwal
Mobile No: 7015031274
Email ID: sarthak7015@gmail.com

OFFER LETTER

Dear Sarthak,

Congratulations! We are pleased to confirm, that you have been selected to work for M/s Ummeed Housing Finance Private Limited, a company registered under the Indian Companies Act 1956, with its Corporate Office at Unit No. 809-815, 8th Floor, Tower - A, Emaar Digital Greens, Golf Course Extn. Road, Sector 61, Gurugram - 122102, Haryana. (Hereinafter known as "the Company"). We are delighted to make the following offer.

The designation we are offering is that of Data Analyst Trainee at CTC of INR 3,05,772/- per annum at an internal grade of Executive Your tentative place of employment will be at the Company's Head Office. You will be required to join the services of the Company on or before 3rd July 2023. If this date is not acceptable, please contact us immediately.

All other terms, including statutory benefits, will be incorporated in the appointment letter/employment contract, which shall be issued to you on the day of your onboarding.

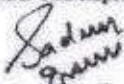
You are requested to report to Mr. Yogendra Sharma at the aforesaid date of joining along with the documentation as listed in Annexure A.

Please sign the enclosed copy of this letter and return it to us within 2 days of the Offer Letter issuance.

We are confident you will be able to make a significant contribution to the success of our Company and we look forward to working with you.

Sincerely,

For Ummeed Housing Finance Private Limited


Sachin Grover
Chief Operating Officer


Principal
Dronacharya College of Education
Farukh Nagar - 120008

UMMEED HOUSING FINANCE PVT. LTD.

Regd. Off: 318, DLF Magnolias, Sector 42, Golf Course Road, Gurgaon - 122002, Haryana INDIA
Corp. Off: Unit No.809-815, 8th Floor, Tower-A, Emaar Digital Greens, Golf Course Extn. Road, Sector 61, Gurugram-122102, Haryana INDIA



I accept the offer as outlined above

(Name).....

(Signature).....

(Date).....

Annexure A

You are required to produce the following documents at the time of joining:

1. 2 recent passport-size photographs
2. 2 copies of Photo ID proof (Passport copy, Driving License, Aadhar Card, etc)
3. Self-attested copies of all academic and professional qualifications, as mentioned in your resume/onboarding form
4. Experience certificate from your previous employer, if any, including salary details
5. Relieving letter from your previous employer, if any.
6. Copy of your resume duly attested
7. Address proof such as a copy of passport, DL, Aadhar Card
8. The Previous salary slips for 3 months
9. Cancelled cheque as proof of Bank account and IFSC code.

Please note:

Your appointment is subject to submission of the above documents, submitted within one working week of joining. In case of any irregularities, deficiencies, or inconsistencies in the documents submitted and data provided during the interview process, the offer is liable to be withdrawn and canceled.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122002

UMMEED HOUSING FINANCE PVT. LTD.

Regd. Off: 318, DLF Magnolias, Sector 42, Golf Course Road, Gurgaon - 122002, Haryana INDIA
Corp. Off: Unit No.889-915, 8th Floor, Tower-A, Emaar Digital Greens, Golf Course Extn. Road, Sector 61, Gurgaon-122102, Haryana INDIA



Salary Break-up

Pay Head	Monthly	Annual
Fixed Salary & Allowances		
Basic	10,000	1,20,000
House Rent Allowance	5,000	60,000
Special Allowance	7,367	88,408
Leave Travel Allowance	833	9,996
Statutory Contributions		
Provident Fund	1,800	21,600
Fixed CTC	25,000	3,00,000
Retirement Benefits		
Gratuity	481	5,772
Total CTC	25,481	3,05,772
Contributions/Deductions		
Provident Fund	3,600	
Gross Deductions	3,600	
Net Salary	21,400	

- All current and future taxes, payments, or any such deductions by any government / statutory bodies / labour laws as required will be borne by the Employee
- Variable performance bonus/ incentive as per Company's policies


 Principal
 Dronacharya College of Engg
 Farrukh Nagar - 123008



Dated: 20th Aug '22

Farrukh Nagar - 122600
Dronacharya College of Engg.

Subject: Appointment Offer Letter

Dear Ankeet Jakkhan

We are pleased to offer you the position of Intern in our Company.

Your engagement shall be subject to the terms expressed herein and the on-job training letter, and uniform terms and conditions of the Company, which are also accessible from Company's office server.

Subsequent to your completion of Internship Period you will be designated as Junior Associate - IT. Acceptance of this letter is by expression acceptance of the service agreement of Minimum contractual period. **Minimum Contractual Term** means the Internship Period i.e. (initial minimum 6(Six) Months which will be extended till the time you have not appeared for your final semester exams) and 1 (One) year and 6 (Six) months thereafter. This period shall exclude any leaves availed by you apart from the stipulated earned leaves as per company's policy.

The date for commencement of your joining is Jan 23. Your reporting officer is Mr. Amit Singh (General Manager - Software Engineering).

Upon joining, you will receive the detailed confirmation letter and you will be required to signed copy of the enclosed joining Report along with documents requested.

Stipend and Salary Structure:

- Stipend Structure- With effect from your joining date, you will be entitled for the monthly stipend of INR 20,000 during internship.
- Salary Structure- Post completion of internship, below will be CTC breakup for one year & six month.

Particulars	Post completion of internship	Next Year in permanent employment	
	0-6 months	7-12 Months	13-18 Months
	Amount (INR)	Amount (INR)	Amount (INR)
Basic Salary	15100	15200	15300
HRA	7200	7600	7650
Travelling Allowance	800	1600	1600
Special Allowance	3690	7201	11321
Saturday Working Allowance	2791	3245	3700
Gratuity	726	731	736
Health Insurance	393	393	393
Monthly CTC	30700	35970	40700
Expected In Hand Salary (pre-TDS)	29581	34846	38571
Yearly CTC		458400	
Yearly Incentive**		41600 (After 1.5 Years in permanent employment)	
Total Annual Incentive		500000	

Wishing you a long and fruitful stay.

For Daffodil Software Pvt. Ltd.

Smiti Saini

Daffodil Software Private Limited
(*erstwhile Daffodil Software Limited*)

[Signature]
Principal
Dronacharya College of Engg.
Farrukh Nagar - 122600

Registered Office: 9th Floor, Tower B-1, DLF Silokhera SEZ, Sector-30, Gurugram-122001 (Haryana), INDIA. Tel: +91-0124-6817000

Branch Office: 6th Floor, Metropolis Mall, Industrial Area, Hisar-125005 (Haryana), INDIA.

Web Address: www.daffodilsw.com | Email-id: info@daffodilsw.com



Dated: 20th Aug '22

Subject: Appointment-cum-Offer Letter

Dear Pallavi Singh

We are pleased to offer you the position of Intern in our Company.

Your engagement shall be subject to the terms expressed herein and the on-job training letter, and uniform terms and conditions of the Company, which are also accessible from Company's office server.

Subsequent to your completion of Internship Period you will be designated as Junior Associate - IT. Acceptance of this letter is by expression acceptance of the service agreement of Minimum contractual period. Minimum Contractual Term means the Internship Period i.e. (Initial minimum 6(Six) Months which will be extended till the time you have not appeared for your final semester exams) and 1 (One) year and 6 (Six) months thereafter. This period shall exclude any leaves availed by you apart from the stipulated earned leaves as per company's policy.

The date for commencement of your joining is Jan 23. Your reporting officer is Mr. Amit Singh (General Manager - Software Engineering).

Upon joining, you will receive the detailed confirmation letter and you will be required to signed copy of the enclosed joining Report along with documents requested.

Stipend and Salary Structure:

- Stipend Structure- With effect from your joining date, you will be entitled for the monthly stipend of INR 20,000 during internship.
- Salary Structure- Post completion of internship, below will be CTC breakup for one year & six month.

Particulars	Post completion of Internship	Next Year in permanent employment	
	0-6 months	7-12 Months	13-18 Months
	Amount (INR)	Amount (INR)	Amount (INR)
Basic Salary	15100	15200	15300
HRA	7200	7600	7650
Travelling Allowance	800	1600	1600
Special Allowance	3690	7201	11321
Saturday Working Allowance	2791	3245	3700
Gratuity	726	731	736
Health Insurance	393	393	393
Monthly CTC	30700	35970	40700
Expected In Hand Salary (pre-TDS)	29581	34846	38571
Yearly CTC		458400	
Yearly Incentive**		41600 (After 1.5 Years in permanent employment)	
Total Annual Incentive		500000	

Wishing you a long and fruitful stay.

For Daffodil Software Pvt. Ltd.

Susmita Saini

Daffodil Software Private Limited
("erstwhile Daffodil Software Limited")
Principal
Charya College of Engg.
Farrukh Nagar - 123668

Authorized Signatory
Registered Office: 9th Floor, Tower B-1, DLF Sitokhera SEZ, Sector-30, Gurugram-122001 (Haryana), INDIA. Tel.: +91-0124-6817000

Branch Office : 6th Floor, Metropolis Mall, Industrial Area, Hisar-125005 (Haryana), INDIA.

Web Address : www.daffodilsw.com | Email-Id : info@daffodilsw.com

CIN : U74899HR1999PTC066889

Dated: 20th Aug '22

Subject: Appointment-cum-Offer Letter

Dear Shubham Jaini

We are pleased to offer you the position of **Intern** in our Company.

Your engagement shall be subject to the terms expressed herein and the on-job training letter, and uniform terms and conditions of the Company, which are also accessible from Company's office server.

Subsequent to your completion of Internship Period you will be designated as Junior Associate - IT. Acceptance of this letter is by expression acceptance of the service agreement of Minimum contractual period. **Minimum Contractual Term** means the Internship Period i.e. (initial minimum 6(Six) Months which will be extended till the time you have not appeared for your final semester exams) and 1 (One) year and 6 (Six) months thereafter. This period shall exclude any leaves availed by you apart from the stipulated earned leaves as per company's policy.

The date for commencement of your joining is Jan'23. Your reporting officer is Mr. Amit Singh (General Manager - Software Engineering).

Upon joining, you will receive the detailed confirmation letter and you will be required to signed copy of the enclosed Joining Report along with documents requested.

Stipend and Salary Structure:

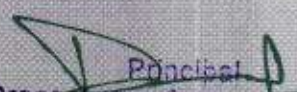
- Stipend Structure- With effect from your joining date, you will be entitled for the monthly stipend of INR 20,000 during internship.
- Salary Structure- Post completion of internship, below will be CTC breakup for one year & six month.

Particulars	Post completion of internship	Next Year in permanent employment	
	0-6 months	7-12 Months	13-18 Months
	Amount (INR)	Amount (INR)	Amount (INR)
Basic Salary	15100	15200	15300
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Expected In Hand Salary (pre-TDS)	29581	34846	38571
Yearly CTC		458400	
Yearly Incentive**		41600 (After 1.5 Years in permanent employment)	
Total Annual Incentive		500000	

Wishing you a long and fruitful stay,

For Daffodil Software Pvt. Ltd.

Smriti Jaini


Pooja
 Dronacharya College of Engineering
 Farrukh Nagar - 124666

Daffodil Software Private Limited
 ("erstwhile Daffodil Software Limited")

2022/8/21 08:09

Offer Letter**Date: 15 November 2022****Lakhan Singh**
H no-3/37-A,
Veena Enclave,
Nangloi, West Delhi,
Delhi- 110041Mobile: +91 8287099098
Email id: lakhanl3500@gmail.com**Dear Lakhan,**

We are pleased to offer you the position of **Trainee-C++** at ValueFirst Digital Media Private Limited. You will be based at **Gurugram** and reporting to **Engineering Manager**.

Please note that you will be on probation for the first six (06) months.

You shall be paid:

Fixed: INR 3,50,000 (Three Lac(s)Fifty Thousand only) per annum

The role, in which you join us, is a very important one which will entail dealing with important and sensitive information, records and such other matters of the company.

You will, therefore, be required to sign an "Employee Intellectual Property Agreement" of our company at the time of your joining the company.

Please indicate your acceptance by signing one copy of this letter and returning it to us within two days. We look forward to your joining a dynamic and energetic team that is all set to win!

Yours sincerely,

**Vandana Roy**
Authorized Signatory
Human Resources

I accept your offer of employment and will start on or before **16-November-2022***

Signed: _____

Name: Lakhan Singh

*Your employment with ValueFirst is subjected to the employment/educational Background Verification. Your date of joining may be revised/extended subject to the date that ValueFirst receives the final Background Verification Report.

In the event of revision of date of joining, revised date: _____

Signature: _____

www.vfirst.com
Tel: +91 124 4632000
Email: info@vfirst.com
CIN U64202DL2003PTC122688

Registered Office:
G 270, G Block, Phase- 6
Aya Nagar, New Delhi
110047, Delhi, India



Principal
Dronacharya College of Engg.
ValueFirst Digital Media Pvt Ltd
B-18, Infocity 1
Sector 34, Gurugram 122001
Haryana, India

Offer Letter**Date: 25 November 2022****Nikhil Sharma**
House no-477,
Gali no 19A,
Surat nagar phase 1,
Gurgaon, Gurgaon,
Haryana- 122001Mobile: +91 7982044375
Email id: nikhilsharma2460@gmail.com**Dear Nikhil,**

We are pleased to offer you the position of **Trainee-C++** at ValueFirst Digital Media Private Limited. You will be based at **Gurugram** and reporting to **Engineering Manager**.

Please note that you will be on probation for the first six (06) months.

You shall be paid:

Fixed: INR 3,50,000 (Three Lac(s) Fifty Thousand only) per annum

The role, in which you join us, is a very important one which will entail dealing with important and sensitive information, records and such other matters of the company.

You will, therefore, be required to sign an "Employee Intellectual Property Agreement" of our company at the time of your joining the company.

Please indicate your acceptance by signing one copy of this letter and returning it to us within two days. We look forward to your joining a dynamic and energetic team that is all set to win!

Yours sincerely,


Vandana Roy
Authorized Signatory
Human Resources

I accept your offer of employment and will start on or before **5-December-2022***

Signed: _____

Name: Nikhil Sharma

*Your employment with ValueFirst is subjected to the employment/educational Background Verification. Your date of joining may be revised/extended subject to the date that ValueFirst receives the final Background Verification Report.

In the event of revision of date of joining, revised date: _____

Signature: _____

Offer Letter

Date: 15 November 2022

Praveen Kumar
House no-416,
PEHLAD PUR BANGAR,
North West Delhi,
Delhi-110042

Mobile: +91 9999725204
Email id: m26.praveen@gmail.com

Dear Praveen,

We are pleased to offer you the position of **Trainee-Java** at ValueFirst Digital Media Private Limited. You will be based at **Gurugram** and reporting to **Lead Engineer**.

Please note that you will be on probation for the first six (06) months.

You shall be paid:

Fixed: INR 3,50,000 (Three Lac(s)Fifty Thousand only) per annum

The role, in which you join us, is a very important one which will entail dealing with important and sensitive information, records and such other matters of the company.

You will, therefore, be required to sign an "Employee Intellectual Property Agreement" of our company at the time of your joining the company.

Please indicate your acceptance by signing one copy of this letter and returning it to us within two days. We look forward to your joining a dynamic and energetic team that is all set to win!

Yours sincerely,



Vandana Roy
Authorized Signatory
Human Resources

I accept your offer of employment and will start on or before **16-November-2022***

Signed: _____

Name: Praveen Kumar


*Your employment with ValueFirst is subjected to the employment/educational Background Verification. Your date of joining may be revised/extended subject to the date that ValueFirst receives the final Background Verification Report.

In the event of revision of date of joining, revised date: _____

Signature: _____

www.vfirst.com
Tel: +91 124 4632000
Email: info@vfirst.com
CIN U64202DL2003PTC122688

Registered Office:
G 270, G Block, Phase - 6
Aya Nagar, New Delhi
110047, Delhi, India



Principal
Dronacharya Digital Media Pvt Ltd
B-18, Blocky
Sector 34, Gurugram 122001
Haryana, India

Offer Letter

Date: 18 November 2022

Ankit Kumar
C/O Kailash Chander,
1 near bus stand,
Lisan(1), Rewari,
Haryana- 123411

Mobile: +91 9990522829
Email id: ankitkr.ak23@gmail.com

Dear Ankit,

We are pleased to offer you the position of **Trainee-Java** at ValueFirst Digital Media Private Limited. You will be based at **Gurugram** and reporting to **Lead Engineer**.

Please note that you will be on probation for the first six (06) months.

You shall be paid:

Fixed: INR 3,50,000 (Three Lac(s)Fifty Thousand only) per annum

The role, in which you join us, is a very important one which will entail dealing with important and sensitive information, records and such other matters of the company.

You will, therefore, be required to sign an "Employee Intellectual Property Agreement" of our company at the time of your joining the company.

Please indicate your acceptance by signing one copy of this letter and returning it to us within two days. We look forward to your joining a dynamic and energetic team that is all set to win!

Yours sincerely,



Vandana Roy
Authorized Signatory
Human Resources

I accept your offer of employment and will start on or before **21-November-2022***

Signed: _____

Name: Ankit Kumar

*Your employment with ValueFirst is subjected to the employment/educational Background Verification. Your date of joining may be revised/extended subject to the date that ValueFirst receives the final Background Verification Report.

In the event of revision of date of joining, revised date: _____

Signature: _____

www.vfirst.com
Tel: +91 124 4632000
Email: info@vfirst.com
CIN U64202DL2003PTC122688

Registered Office:
G 270, G Block, Phase-6
Aya Nagar, New Delhi
110047, Delhi, India

ValueFirst Digital Media Pvt Ltd
B-18, Infinity 1
Sector 34, Gurugram-122001
Haryana, India
Dronachary
Farrukh

Admission Dronacharya Group of Institutions

From: Garima Gupta <garrygupta2016@gmail.com>
Sent: Tuesday, November 15, 2022 7:39 PM
To: hrops@vfirst.com; tpo@ggnindia.dronacharya.info
Subject: Re: CONFIDENTIAL_ Offer Letter_ Garima Gupta

Thank you for this offer. I'm ready to join tomorrow.

On Tue, 15 Nov, 2022, 5:44 pm Garima Gupta, <garrygupta2016@gmail.com> wrote:
Thank you for the offer I'm ready to join immediately.

On Tue, 15 Nov, 2022, 4:49 pm hrops@vfirst.com, <hrops@vfirst.com> wrote:

Dear Garima,

Greetings from ValueFirst !!!

We are pleased to offer you the position of **Trainee- Java** at ValueFirst Digital Media Private Limited to be based at **Gurgaon**.

Please find attached herewith the offer letter for the same, You are required to join us on or before **16th Nov 22**

Please indicate your acceptance on the mail within 2 days.

Also, you would be required to share the following documents with us:

1. All experience letters (Offer, Appointment and Experience)
2. Relieving letter from last organization (Acceptance of Resignation is Must)
3. All educational certificates
4. D.O.B Proof
5. Residence proof
6. Salary Slip (Last three Months) .
7. 01 Passport size photograph
8. Details of Passport

Kindly bring photocopy of all documents as well.

This is to bring to your notice that your employment with ValueFirst or any other group company is subjected to the employment verification with your past employers along with other verifications also.

In case of any discrepancy/ambiguity/variance in information provided by you during the verification, ValueFirst holds the right to terminate your offer/employment with immediate effect.

Should you have any query, please feel free to contact us.

Note- We have also attached BG Check Form which needs to be filled with relevant details required by tomorrow EOD.


Principal
Dronacharya College of Engineering
Gurgaon

**Human
Resources**

+91 124 4632 000

www.vfirst.com

B-18, Sector- 34, Gurugram 122002,
India

Disclaimer: The content of this email is confidential and intended for the recipient specified in message only. It is strictly forbidden to share any part of this message with any third party, without a written consent of the sender. If you received this message by mistake, please reply to this message and follow with its deletion, so that we can ensure such a mistake does not occur in the future.

Disclaimer: The content of this email is confidential and intended for the recipient specified in message only. It is strictly forbidden to share any part of this message with any third party, without a written consent of the sender. If you received this message by mistake, please reply to this message and follow with its deletion, so that we can ensure such a mistake does not occur in the future.

Disclaimer: The content of this email is confidential and intended for the recipient specified in message only. It is strictly forbidden to share any part of this message with any third party, without a written consent of the sender. If you received this message by mistake, please reply to this message and follow with its deletion, so that we can ensure such a mistake does not occur in the future.


Principal
Dr. D. Charya
Feroz Nagar - 122002



15th July 2022

Siddharth Biswas
C-1262 Sushant Lok-1
Gurgaon

OFFER LETTER

Dear Siddharth,

We are pleased to offer you the position of **Jr. Business Analyst** with Vas Info Solutions Pvt. Ltd. The position will be based in our office at RS Tower, Plot No. 1267, Near Metro Pillar No.156, New Ashok Nagar, New Delhi-110096 and will report to our Lead - Consulting upon joining. We welcome you to our team and look forward to a long and mutually rewarding association.

Your position will carry a gross compensation value of **Rs.5,00,000/- (Five Lakh Only)** per annum the detailed break-up along with other benefits will be shared with you on the date of your joining.

We expect that you will keep the terms of this offer in strict confidence.

You are requested to report on **01st November 2022**. In case you fail to report on this date unless otherwise agreed in written the offer shall stand automatically withdrawn.

Please sign a duplicate copy of this letter as token of acceptance and return the same to us at the earliest.

Thanking and welcoming you.

Welcome Aboard!

Vikas Bhatnagar
Director-HR

➤ *Accepted by:*

- Name:
- Signature:

Principal
Farrukh Nigam



Strictly Private & Confidential

01 August 2022

Aakanksha

WZ-10, St no -14/1, Sadh Nagar,

Palam, Delhi-110045

Contract of Internship

It is with great pleasure that we extend to you an offer to join **VEGA FOAM INDUSTRIES LLP** (the "Company") on the following terms and conditions.

Personal Terms

Employee Name: Aakanksha

Job Title: ERP- Systems Engineer - Intern

Start Date: 8th August 2022

End Date: 29th October 2022

Place of Work: Survey No.271/1/201, Aushapur Village; Ghatkesar Mandal, Keesra Division, Telangana- 501 301

Monthly Stipend: INR 15,000


1. During your internship, you must:

1.1. use your best endeavours to promote, protect, develop and further the Company's business and the business of any Group Company;

1.2. unless prevented by incapacity, devote the whole of your time, attention and abilities to the Company's business;

1.3. diligently exercise such powers and perform any duties that the Company may assign to you;

Email id: Info@vegafoam.com, Phone no: 9010755522


Principal
Dronacharya College of Education
Farukh Nagar - 125008

- 1.4. comply with all reasonable and lawful directions that the Company may give you;
- 1.5. ensure that you maintain the highest standards of conduct at all times and conduct your personal and working life in a way that does not damage or risk damaging the Company's reputation;

Job Title and Duties

2. The Company may change your job title or reporting line from time to time as the Company considers reasonable or necessary. Such change will not have any effect on your level of remuneration or on your hierarchical position unless specified otherwise.
3. You must carry out all your duties consistent with your Job Title that the Company may assign to you and comply with any reasonable instruction(s) that the Company gives you.
4. Based on your performance during the internship, we will determine to offer a PPO, at a revised compensation agreed upon by both the parties

Hours of Work

4. You will be required to work 40 hours a week as per Company requirements. **The Current work schedule is: 8:30 AM to 3 PM Monday to Friday with alternate Saturday working.** You may be required to work additional hours, including hours on weekends or during public holidays, whenever this is reasonably necessary to carry out your duties properly and in order to make the Company successful. This has already been taken into account in determining your Base Salary and benefits and you will not be entitled to extra pay if you work additional hours unless specifically directed by the Company.

Place of Work

5. Your normal place of work is set out above in the section of this Agreement entitled "Personal Terms"

Holidays

6. Our holiday year runs from 1 January to 31 December. In addition to 12 public holidays as published by the company, you will be entitled to 18 days' paid holiday in each complete holiday year. All other leaves will be as per Company leave policy.
7. If you start employment part way through a holiday year, your entitlement to holidays will be calculated on a pro rata basis. Any part day's holiday will be rounded up to the nearest half day.

Email id: Info@vegafoam.com, Phone no: 9010755522


Principal
Dronacharya College of Engg.
Farrukh Nasar - 128602

8. You will accrue 1.5 days of holiday each month, and subject to company approval you may take additional leaves before they accrue (although you cannot take holiday entitlement from any following holiday year).

9. Your entitlement to holiday (including public holidays) is inclusive of your entitlement to statutory annual holiday and additional statutory annual holiday.

10. You may only take holiday at times that have been approved by the Company. You should always give reasonable advance notice of any proposed holiday dates. Upon your written request by January 15 each year, you may carry forward 5 holidays from one holiday year to the next year.

11. If your employment terminates part way through a holiday year, the Company will pay you a prorated gross salary for each day's holiday which has accrued for that holiday year but not been taken. If you have exceeded your accrued entitlement, you must repay the appropriate sum (adopting the same calculation set out above). The Company may deduct any repayment from any sums due to you.

Termination of Internship

12. You or the Company may terminate your Internship by giving to the other not less than two (2) weeks' notice in writing.

Return of Property and Passwords

13. Upon giving or receiving notice of termination of your Internship, or at such time as the Company may require, you must:

13.1. immediately return all items of the Company's property which you have in your possession in connection with your Internship (including any keys, security pass, mobile phone or other electronic devices, tapes, memory sticks, credit cards, all Confidential Information and all original and copy documents, software, data, information of a confidential nature or other material belonging to or relating to the business of the Company or any Company held in whatever medium (including electronically) which is within your power, possession or control, whether or not stored or held on equipment (including but not limited to any personal mobile telephone or computer) and whether or not such equipment belongs to the Company or any Company, and any other property or material belonging to or relating to the business of the Company or any Company or belonging to any third party who has provided the property to the Company or any Company, which is in your possession or under your control); and

13.2. if you have any document or information belonging to the Company on a personal mobile telephone, computer or other electronic device (which is not to be returned under the above provisions), forward a copy to the Company and then irretrievably delete the document or information. You will permit the Company to inspect any such personal mobile telephone, computer or other electronic device upon request to ensure such steps have been taken.

Email id: Info@vegafoam.com, Phone no: 9010755522


Dronacharya College of Engineering
Farrukh Naqar - 123500

Confidentiality

14. In this Agreement, "Confidential Information" means:

14.1. details of the Company's or any Company's business and financial information; business methods, practices and strategies; pricing policies and strategies, technological methods, practices, and information; marketing, development or management plans or strategies or forecasts;

14.2. computer software or data of any sort, or hardware architecture, developed, compiled, owned or licensed by the Company or any Company;

14.3. the fact that the Company uses, has used, or has evaluated for potential use a particular computer program, hardware, or system, if the disclosure of such fact to a competitor of the Company might reasonably be expected to adversely affect the competitive position of the Company relative to that of such a competitor;

14.4. procedures, methods, or techniques developed by or for the Company;

14.5. any document marked or designated as "Confidential" or "Secret";

14.6. any information relating to the Company or any Company or any of its or their clients which the Company or any Company or the client reasonably considers (or is likely to consider) to be confidential;

14.7. confidential information relating to employees, officers or shareholders of the Company and any member of the Company; and

14.8. such information as the Company may from time to time designate as being confidential but does not include information that is in the public domain, unless such information is in or falls into the public domain by a breach of your obligations. Nothing in this Agreement restricts or prohibits you or the Company from initiating communications directly with, responding to any inquiries from, providing testimony before, providing Confidential Information to, reporting possible violations of law.

15. During your Internship with the Company, Confidential Information will be disclosed to you. You acknowledge and agree that unauthorised disclosure of such information to third parties, including unauthorised disclosure to an internal department at the Company, or use of such information other than for the express purposes of the Company or a Company could cause irreparable harm to the Company and other Company Companies. The Company requires that you be respectful and mindful of your use of Confidential Information at all times.

16. During and after your Internship, you must not (unless required to do so by law, protected in doing so by a statutory right of protected disclosure, in the course of properly performing your duties under this Agreement or as authorised by the Company):

Email id: Info@vegafoam.com, Phone no: 9010755522


Principal
Dronacharya College of Engineering
Farukh Nagar - 123004

16.1. use any trade secrets or Confidential Information for any purposes other than those of the Company or a Company;

16.2. disclose any trade secrets or Confidential Information to any person; or

16.3. copy, photograph, duplicate, draw, sketch, download, upload, alter, destroy, replicate, transmit, mail, or otherwise convey any Confidential Information belonging to the Company nor remove the same from the Company's office premises or property. This includes (without limitation) sending any Confidential Information to a personal email address.

16.3.1. be employed or engaged by any Person who has employed, appointed or engaged a Key Person in connection with the carrying on of Restricted Business; and/or

16.3.2. solicit, or try to solicit or place orders for the supply of products or services from any Supplier if a likely consequence is that the Supplier will cease supplying, materially reduce its supply or vary detrimentally the terms on which it supplies products or services to the Company or any Relevant Group Company.

Governing Law and Dispute Resolution

17. This Agreement shall be governed by and interpreted under the laws of India.

This Agreement

18. By signing this Agreement, you confirm that you are not entering into Internship with the Company in reliance upon any prior oral or written representations made to you by the Company or on the Company's behalf. This Agreement contains the whole agreement between you and the Company in connection with your Internship and takes effect upon your Start Date.

IN WITNESS WHEREOF the Parties have set their hands the day and year hereafter


written and last dated below:

G.Riteesh Kumar,


For Vega Foam Industries LLP
Partner
Director-People Operations.

SIGNED on behalf of the Company

Email id: Info@vegafoam.com, Phone no: 9010755522


Principal
Dronacharya College of Engineering
Farrukh Nagar - 123600

DATED

01 August 2022

I have read, understood, agreed and accepted the terms and conditions of the Internship set out in this Agreement.

SIGNED

Aakanksha

DATED

Email id: Info@vegafoam.com, Phone no: 9010755522


Dronacharya College of Engineering
Farrukh Naqar = 100600



Strictly Private & Confidential

01 August 2022

Rajaputhra. Sai Varsha

A-82 Phase-2

chattarpur enclave New Delhi-110074

Contract of Internship

It is with great pleasure that we extend to you an offer to join **VEGA FOAM INDUSTRIES LLP** (the "Company") on the following terms and conditions.

Personal Terms

Employee Name: Rajaputhra. Sai Varsha

Job Title: ERP- Systems Engineer - Intern

Start Date: 8th August 2022

End Date: 29th October 2022

Place of Work: Survey No.271/1/201, Aushapur Village; Ghatkesar Mandal, Keesra Division, Telangana- 501 301

Monthly Stipend: INR 15,000

1. During your internship, you must:

1.1. use your best endeavours to promote, protect, develop and further the Company's business and the business of any Group Company;

1.2. unless prevented by incapacity, devote the whole of your time, attention and abilities to the Company's business;

1.3. diligently exercise such powers and perform any duties that the Company may assign to you;

Email id: Info@vegafoam.com, Phone no: 9010755522


Principal
Dronacharya College of Education
Farrukh Naaz - 100000

- 1.4. comply with all reasonable and lawful directions that the Company may give you;
- 1.5. ensure that you maintain the highest standards of conduct at all times and conduct your personal and working life in a way that does not damage or risk damaging the Company's reputation;

Job Title and Duties

2. The Company may change your job title or reporting line from time to time as the Company considers reasonable or necessary. Such change will not have any effect on your level of remuneration or on your hierarchical position unless specified otherwise.
3. You must carry out all your duties consistent with your Job Title that the Company may assign to you and comply with any reasonable instruction(s) that the Company gives you.
4. Based on your performance during the internship, we will determine to offer a PPO, at a revised compensation agreed upon by both the parties

Hours of Work

4. You will be required to work 40 hours a week as per Company requirements. **The Current work schedule is: 8:30 AM to 3 PM Monday to Friday with alternate Saturday working.** You may be required to work additional hours, including hours on weekends or during public holidays, whenever this is reasonably necessary to carry out your duties properly and in order to make the Company successful. This has already been taken into account in determining your Base Salary and benefits and you will not be entitled to extra pay if you work additional hours unless specifically directed by the Company.


Place of Work

5. Your normal place of work is set out above in the section of this Agreement entitled "Personal Terms"

Holidays

6. Our holiday year runs from 1 January to 31 December. In addition to 12 public holidays as published by the company, you will be entitled to 18 days' paid holiday in each complete holiday year. All other leaves will be as per Company leave policy.
7. If you start employment part way through a holiday year, your entitlement to holidays will be calculated on a pro rata basis. Any part day's holiday will be rounded up to the nearest half day.

Email id: Info@vegafoam.com, Phone no: 9010755522


Principal
Dronacharya College of Education
Farrukh Nager - 128001

8. You will accrue 1.5 days of holiday each month, and subject to company approval you may take additional leaves before they accrue (although you cannot take holiday entitlement from any following holiday year).

9. Your entitlement to holiday (including public holidays) is inclusive of your entitlement to statutory annual holiday and additional statutory annual holiday.

10. You may only take holiday at times that have been approved by the Company. You should always give reasonable advance notice of any proposed holiday dates. Upon your written request by January 15 each year, you may carry forward 5 holidays from one holiday year to the next year.

11. If your employment terminates part way through a holiday year, the Company will pay you a prorated gross salary for each day's holiday which has accrued for that holiday year but not been taken. If you have exceeded your accrued entitlement, you must repay the appropriate sum (adopting the same calculation set out above). The Company may deduct any repayment from any sums due to you.

Termination of Internship

12. You or the Company may terminate your Internship by giving to the other not less than two (2) weeks' notice in writing.

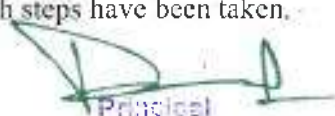
Return of Property and Passwords

13. Upon giving or receiving notice of termination of your Internship, or at such time as the Company may require, you must:

13.1, immediately return all items of the Company's property which you have in your possession in connection with your Internship (including any keys, security pass, mobile phone or other electronic devices, tapes, memory sticks, credit cards, all Confidential Information and all original and copy documents, software, data, information of a confidential nature or other material belonging to or relating to the business of the Company or any Company held in whatever medium (including electronically) which is within your power, possession or control, whether or not stored or held on equipment (including but not limited to any personal mobile telephone or computer) and whether or not such equipment belongs to the Company or any Company, and any other property or material belonging to or relating to the business of the Company or any Company or belonging to any third party who has provided the property to the Company or any Company, which is in your possession or under your control); and

13.2, if you have any document or information belonging to the Company on a personal mobile telephone, computer or other electronic device (which is not to be returned under the above provisions), forward a copy to the Company and then irretrievably delete the document or information. You will permit the Company to inspect any such personal mobile telephone, computer or other electronic device upon request to ensure such steps have been taken.

Email id: Info@vegafoam.com, Phone no: 9010755522


Principal
Dronacharya College of Engg.
Farukh Nagar - 124609

Confidentiality

14. In this Agreement, "Confidential Information" means:

14.1. details of the Company's or any Company's business and financial information; business methods, practices and strategies; pricing policies and strategies, technological methods, practices, and information; marketing, development or management plans or strategies or forecasts;

14.2. computer software or data of any sort, or hardware architecture, developed, compiled, owned or licensed by the Company or any Company;

14.3. the fact that the Company uses, has used, or has evaluated for potential use a particular computer program, hardware, or system, if the disclosure of such fact to a competitor of the Company might reasonably be expected to adversely affect the competitive position of the Company relative to that of such a competitor;

14.4. procedures, methods, or techniques developed by or for the Company;

14.5. any document marked or designated as "Confidential" or "Secret";

14.6. any information relating to the Company or any Company or any of its or their clients which the Company or any Company or the client reasonably considers (or is likely to consider) to be confidential;

14.7. confidential information relating to employees, officers or shareholders of the Company and any member of the Company; and

14.8. such information as the Company may from time to time designate as being confidential but does not include information that is in the public domain, unless such information is in or falls into the public domain by a breach of your obligations. Nothing in this Agreement restricts or prohibits you or the Company from initiating communications directly with, responding to any inquiries from, providing testimony before, providing Confidential Information to, reporting possible violations of law.

15. During your Internship with the Company, Confidential Information will be disclosed to you. You acknowledge and agree that unauthorised disclosure of such information to third parties, including unauthorised disclosure to an internal department at the Company, or use of such information other than for the express purposes of the Company or a Company could cause irreparable harm to the Company and other Company Companies. The Company requires that you be respectful and mindful of your use of Confidential Information at all times.

16. During and after your Internship, you must not (unless required to do so by law, protected in doing so by a statutory right of protected disclosure, in the course of properly performing your duties under this Agreement or as authorised by the Company):

Email id: Info@vegafoam.com, Phone no: 9010755522


Principal
Dronacharya College of Engg
Farrukh Nagar - 128000

16.1. use any trade secrets or Confidential Information for any purposes other than those of the Company or a Company;

16.2. disclose any trade secrets or Confidential Information to any person; or

16.3. copy, photograph, duplicate, draw, sketch, download, upload, alter, destroy, replicate, transmit, mail, or otherwise convey any Confidential Information belonging to the Company nor remove the same from the Company's office premises or property. This includes (without limitation) sending any Confidential Information to a personal email address.

16.3.1. be employed or engaged by any Person who has employed, appointed or engaged a Key Person in connection with the carrying on of Restricted Business; and/or

16.3.2. solicit, or try to solicit or place orders for the supply of products or services from any Supplier if a likely consequence is that the Supplier will cease supplying, materially reduce its supply or vary detrimentally the terms on which it supplies products or services to the Company or any Relevant Group Company.

Governing Law and Dispute Resolution

17. This Agreement shall be governed by and interpreted under the laws of India.

This Agreement

18. By signing this Agreement, you confirm that you are not entering into Internship with the Company in reliance upon any prior oral or written representations made to you by the Company or on the Company's behalf. This Agreement contains the whole agreement between you and the Company in connection with your Internship and takes effect upon your Start Date.

IN WITNESS WHEREOF the Parties have set their hands the day and year hereafter

written and last dated below:


G.Riteesh Kumar.

For Vega Foam Industries LLP

Partner
Director-People Operations.

SIGNED on behalf of the Company

Email id: Info@vegafom.com, Phone no: 9010755522


Principal
Dronacharya College of Engineering
Farrukh Nagar - 121004

DATED

01 August 2022

I have read, understood, agreed and accepted the terms and conditions of the Internship set out in this Agreement.

SIGNED

Rajaputhra. Sai Varsha

DATED


Principal
Dronacharya College of Education, D. 199-
Farukh Nagar - 193604



Internship Offer

Ref: CSPL/GGN/20220728162

Date: 28/07/2022

Ms. Purna Mishra
Dronacharya College Of Engineering
H.No- 691, Sector-12, RK Puram,
South West Delhi, 110022
E-mail : mpurna802@gmail.com

Dear **Purna**,

We are delighted & excited to welcome you to Cogneau Systems Pvt. Ltd. as a **Product-Intern** at Cogneau Systems Pvt. Ltd., we believe that our team is our biggest strength and we take pride in hiring ONLY the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful internship experience with Cogneau Systems Pvt. Ltd.

Your appointment will be governed by the terms and conditions presented in the Annexure A.

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the same to us.

Congratulations!

Sincerely,
For Cogneau Systems Private Limited.

Ashish Kohli

Ashish Kohli
Director - People
Cogneau Systems Private Limited



Annexure A

You shall be governed by the following terms and condition of service during your internship with Cogneau Systems Pvt. Ltd., and those may be amended from time to time.

1. You are being hired as a **Product – Intern** and **Mr. Keshav Kumar** would be your Reporting Manager during the internship. As an intern, you would be responsible for various tasks and activities assigned to you.
2. Your date of joining is **August 1st, 2022** and the duration of the internship would be till **February 1st, 2023**. During this time, you are expected to devote your time and efforts solely to Cogneau Systems Pvt. Ltd. work. You are also required to let your mentor know about forthcoming events (if there are any) in advance so that your work can be planned accordingly.
3. You will be working from office for the duration of internship. The office working hours will be 09:30AM to 06:30PM and five days per week starting from Monday to Friday.
1. You will be entitled to one casual leave per month. Not to be carried forward to subsequent months, in case of non-consumption in a given month.
2. All the work that you will produce at or in relation to Cogneau Systems Pvt. Ltd. will be the intellectual property of Cogneau Systems Pvt. Ltd. You are not allowed to store, copy, sell, share, and distribute it to a third party under any circumstances. Similarly, you are expected to refrain from talking about your work in public domains (both online such as blogging, social networking site and offline among your friends, college etc.) without prior discussion and approval with your mentor.
3. We take data privacy and security very seriously and to maintain confidentiality of any students, customers, clients, and companies' data and contact details that you may get access to during your internship will be your responsibility. Cogneau Systems Pvt. Ltd. operates on **zero tolerance** principle with regard to any breach of data security guidelines. At the completion of the internship, you are expected to hand over all Cogneau Systems Pvt. Ltd. work/data stored on your Personal Computer to your mentor.
4. During the appointment period you shall not engage yourselves directly or indirectly or in any capacity in any other organization (other than your college). In the event of breach of this condition, this appointment is liable to be terminated forthwith by the company. In addition, you shall be liable to pay liquidated damages to the Company of an extent estimated by the Company.
5. Under normal circumstances either the company or you may terminate this association by providing a notice of 15 days without assigning any reason. However, the company may terminate this agreement forthwith under situations of in-disciplinary behaviors.
6. You are expected to conduct yourself with utmost professionalism in dealing with your mentor, team members, colleagues, clients and customers and treat everyone with due respect.

Principal
Dronacharya College of Engineering
Farukh Nagar - 123456



7. Cogneau Systems Pvt. Ltd. is a start-up and we love people who like to go beyond the normal call of the duty and can think out of the box. Surprise us with your passion, intelligence, creativity and hard work – and expect appreciation & rewards to follow.
8. Expect constant and continuous objective feedback from your mentor and other team members and we encourage you to ask for and provide feedback at every possible opportunity. It's your right to receive and give feedback – this is the ONLY way we all can continuously push ourselves to do better.
9. Have fun at what you do and do the right thing – both the principles are core of what Cogneau Systems Pvt. Ltd. stands for and we expect you to imbibe them in your day to day actions and continuously challenge us if we are falling short of expectations on either of them.
10. During internship, you will be paid a flat amount of **Rs. 25,000** per month.

I have negotiated, agreed, read and understood all the terms and conditions of this Internship letter as well as Annexure hereto and affix my signature in complete acceptance of the terms of the letter.

Date:

Signature:

Place:

Name:

College Name:

Roll No.:


Principal
Dronacharya College of Engineering
Farukh Nagar - 128608



Internship Offer

Ref: CSPL/GGN/20220729163

Date: 29/07/2022

Mr. Rajat Das
Dronacharya College Of Engineering
Makan No-K-390 Street No- 8
Mahipalpur, South West Delhi- 110037

E-mail: rajatdash1606@gmail.com

Dear **Rajat**,

We are delighted & excited to welcome you to Cogneau Systems Pvt. Ltd. as a **Product-Intern** at Cogneau Systems Pvt. Ltd., we believe that our team is our biggest strength and we take pride in hiring ONLY the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful internship experience with Cogneau Systems Pvt. Ltd.

Your appointment will be governed by the terms and conditions presented in the Annexure A.

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the same to us.

Congratulations!

Sincerely,
For Cogneau Systems Private Limited.

Ashish Kohli

Ashish Kohli
Director - People
Cogneau Systems Private Limited


Principal
Dronacharya College of Engineering
Farukh Nagar - 125004



Annexure A

You shall be governed by the following terms and condition of service during your internship with Cogneau Systems Pvt. Ltd., and those may be amended from time to time.

1. You are being hired as a **Product – Intern** and **Mr. Keshav Kumar** would be your Reporting Manager during the internship. As an intern, you would be responsible for various tasks and activities assigned to you.
2. Your date of joining is **August 1st, 2022** and the duration of the internship would be till **February 1st, 2023**. During this time, you are expected to devote your time and efforts solely to Cogneau Systems Pvt. Ltd. work. You are also required to let your mentor know about forthcoming events (if there are any) in advance so that your work can be planned accordingly.
3. You will be working from office for the duration of internship. The office working hours will be 09:30AM to 06:30PM and five days per week starting from Monday to Friday.
1. You will be entitled to one casual leave per month. Not to be carried forward to subsequent months, in case of non-consumption in a given month.
2. All the work that you will produce at or in relation to Cogneau Systems Pvt. Ltd. will be the intellectual property of Cogneau Systems Pvt. Ltd. You are not allowed to store, copy, sell, share, and distribute it to a third party under any circumstances. Similarly, you are expected to refrain from talking about your work in public domains (both online such as blogging, social networking site and offline among your friends, college etc.) without prior discussion and approval with your mentor.
3. We take data privacy and security very seriously and to maintain confidentiality of any students, customers, clients, and companies' data and contact details that you may get access to during your internship will be your responsibility. Cogneau Systems Pvt. Ltd. operates on **zero tolerance** principle with regard to any breach of data security guidelines. At the completion of the internship, you are expected to hand over all Cogneau Systems Pvt. Ltd. work/data stored on your Personal Computer to your mentor.
4. During the appointment period you shall not engage yourselves directly or indirectly or in any capacity in any other organization (other than your college). In the event of breach of this condition, this appointment is liable to be terminated forthwith by the company. In addition, you shall be liable to pay liquidated damages to the Company of an extent estimated by the Company.
5. Under normal circumstances either the company or you may terminate this association by providing a notice of 15 days without assigning any reason. However, the company may terminate this agreement forthwith under situations of in-disciplinary behaviors.

Principal
Dronecharya College of Engineering & Technology
Farukh Nagar - 125009



6. You are expected to conduct yourself with utmost professionalism in dealing with your mentor, team members, colleagues, clients and customers and treat everyone with due respect.
7. Cogneau Systems Pvt. Ltd. is a start-up and we love people who like to go beyond the normal call of the duty and can think out of the box. Surprise us with your passion, intelligence, creativity and hard work – and expect appreciation & rewards to follow.
8. Expect constant and continuous objective feedback from your mentor and other team members and we encourage you to ask for and provide feedback at every possible opportunity. It's your right to receive and give feedback – this is the ONLY way we all can continuously push ourselves to do better.
9. Have fun at what you do and do the right thing – both the principles are core of what Cogneau Systems Pvt. Ltd. stands for and we expect you to imbibe them in your day to day actions and continuously challenge us if we are falling short of expectations on either of them.
10. During internship, you will be paid a flat amount of **Rs. 25,000** per month.

I have negotiated, agreed, read and understood all the terms and conditions of this Internship letter as well as Annexure hereto and affix my signature in complete acceptance of the terms of the letter.

Date:

Signature:

Place:

Name:

College Name:

Roll No.:


Principal
Dronecharya College of Engineering
Mumbai, Maharashtra

Admission Dronacharya Group of Institutions

From: ashwani.kumar@valuecoders.com on behalf of Careers @ Vinove <careers@vinove.com>
Sent: Friday, September 2, 2022 9:38 PM
To: gktirkha@gmail.com
Cc: mahesh@mail.vinove.com; Ashwani Kumar; tpo@ggnindia.dronacharya.info
Subject: Congratulation : Offer Letter/Documentation Pending : Software Trainee : Batch 2023
Attachments: BOND Declaration (2) (1).docx; Cheque Recieving (1).docx; 202207 - Service Agreement - Vinove Software _ On Stamp Paper (4).docx; Trainee _ Freshers Salary Breakup - Operations (2).pdf; Undertaking For Trainee At ValueCoders Services LLP (1).pdf
Follow Up Flag: Follow up
Flag Status: Flagged

Hi Gautam Tirkha,

Many Congratulations for getting selected in "**Vinove Software & Services Pvt. Ltd**"

Further to your application and subsequent interview with us, we are pleased to offer you the post of **Junior Associate Software Developer** Grade "T" in our organization.

A detailed offer letter with terms and conditions of their employment will be issued after the documentation, So Please complete the documentation **by 5th Sep 2022**.

You will be required to join the duties in the month of Jan'2023 from the office at the following address. The exact Date Of Joining will be intimated 15 days in advance.

ValueCoders India (A Vinove Company)

Plot No. 55P, IInd Floor, Sector 44, Gurgaon, Haryana- 122003
(Please share the documents at Gurgaon office)

OR

Vinove Software & Services Pvt. Ltd.

Fusion Square, 5A-5B, 3rd Floor, Raipur Khadar, Sector 126,
Noida, UP- 201313

About the Company:

Vinove Software & Services is an ISO 9001:2008 and NASSCOM Certified IT Co. with 17+ years of experience in the Web & mobile industry. Being a specialized firm for providing web & mobile services and solutions, we have mastered in dealing with both, National & International Clients. Our service portfolio includes fully customized web design and application development, Mobile Apps eBusiness Solutions. Our culture boasts of passionate, innovative and meticulous professionals.

Please visit the following URLs to know more about our business: 
Principal
Dronacharya Group of Institutions
Ashwani Kumar - 122003

<http://www.vinove.com>
<http://www.pixelcrayons.com>
<http://www.valuecoders.com>
<http://www.invoicera.com>

Company Address / Locations

GURGAON

ValueCoders India (A Vinove Company)

2nd Floor Plot no 55 P, Sector 44 Gurugram, Haryana- 122003

NOIDA

Vinove Software & Services Pvt. Ltd.

Fusion Square, 5A-5B, 3rd Floor, Raipur Khadar, Sector 126, Noida, UP- 201313

Achievements:

Winner: Deloitte Technology Fast 50 India
Winner: Deloitte Technology Fast 500 Asia Pacific
Winner: NASSCOM IT Emerge India 50 - 2011
Asia Red Hearing 100 Finalist
eRetail Solution Provider India 2011 - 12
Magento Solution Silver Partner
Proud DrupalCon Sponsors (Munich & Portland)

If you wish to know more about us, you may want to review the following:
Our Introductory Video (Recommended):

<https://www.youtube.com/watch?v=ZdlB0xNbxcA>

FEW OTHER IMPORTANT POINTS

- #1. All selected candidates need to sign a service agreement of 30 months (2.6 Yrs)
- #2. it an indemnity Bond (worth Rs. 2 Lakh). Where they need to submit a cheque of Rs. 2,00,000 (Only Cheque not money) for the duration of 30 months.
- #3. The documentation part will be done before joining & then the Letter of Intent will be released.

Elaboration #2 : PS. We are not asking to submit/deposit a single rupee to us. We just need a cheque (it could be a ZERO balance account as well), which will be kept with us for the next 30 months & will be returned back after the agreement duration.

Documents required to be submitted:

- Photocopies of mark sheets & certificates of your all education qualification(Original documents will be returned on the same day of joining after verification so we are not asking for any original documents).
- Passport size photographs (4 copies)
- Identity proof - Valid passport / Aadhar card
- PAN card
- Cancelled cheque (for bank account details & for records only)
- A Cheque worth Rs. 2 Lakh (in Favour of - Valuecoders Services LLP)
- Attached/Print Services Agreement (on Rs. 100 Stamp Paper)
- Bond Declaration (shared in attachment)
- Undertaking (shared in attachment)
- Cheque Receiving doc. (shared in attachment)


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Farrukh Naat = 103008

We look forward to your joining our organisation or a long, successful and mutually rewarding relationship.

Note:

1- No need to share any original documents only photocopy is required.

2- You need to courier all documents to our Gurgaon [ValueCoders India (A Vinove Company)] Office and also for the confirmation you need to send the image of receipt which you will receive from the courier office or in case you are in NCR Region then you can also visit the office in Gurgaon for documentation.

3. LOI/Offer Letter will be initiated after your documentation only.

PLEASE FEEL FREE TO CONNECT FOR ANY QUERY / CLARIFICATION.

Regards,

MAHESH

HR Executive

Vinove Software & Services (P) Ltd. | ValueCoders Services LLP

P +91.124.4100111 / 4100222 | M: 9958179478


Email id - Mahesh@mail.vinove.com ; careers@vinove.com

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VALUECODERS
ON-DEMAND SOFTWARE TEAMS


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Dronacharya College of Engg.
Farukh Nagar - 121005

INTERNSHIP CONTRACT - INDIA

W3 DEV PRIVATE LIMITED

This Internship Contract ("Contract") is made online and last updated on **24th Jan, 2022**.

BETWEEN

Mr./Ms Abhishek Kumar (the "Intern") ^{Son of} Mr./Mrs. Surendra Das
an Indian Resident residing at : House no. 239B, M- block, Near Gupta sweets point ,Sanjay Nagar, Sector 23, Ghaziabad ,Uttar Pradesh ,PIN code-201002, **India.** (the "Party to the First Part" or the "Candidate")

AND

W3 DEV PRIVATE LIMITED (the "Company"), a Private Limited Company registered in India having its registered office at **F-20, Jhankar Road, Qutub Vihar Phase 1, New Delhi - 110071, India.** (the Party to the Second Part)

1. RATIONALE

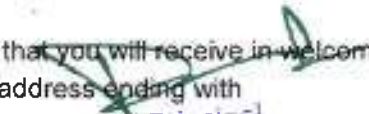
A confidentiality contract outlines the terms under which sensitive information will remain privileged and private. The parties to a confidentiality contract may be a combination of individuals and businesses. One party may disclose confidential information to the other, or both parties to the confidentiality contract may have exchanged information with each other.

Confidential information in the context of a confidentiality contract is fairly broad. It encompasses things like business ideas or concepts to more detailed plans to develop something. Other forms of intellectual property benefit from stronger statutory protections, such as copyright and trademarks under the Copyright Act 1965 and the Trade Marks Act 1995. Confidential information, however, is more difficult to protect under these laws, which is why a confidentiality contract can be extremely useful and effective as a means of safeguarding the sensitive nature of the information.

2. SERVICE CONDITION

2.1 REMUNERATION

Your monthly gross stipend will be mentioned in the credentials sheet that you will receive in welcome email (after you sign this document) from the company on your email address ending with **@w3dev.email**.


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Farukh Nagar - 122008

2.2 PERIOD OF PROBATION

Your Internship with the company is subject to a probationary period of up to 15 days, during which time you will be required to demonstrate to the company's satisfaction your suitability for the position in which you are interning. During the period of probation, the Company shall be in a discretionary power to remove or extend your probation period depending on your performance and occupational efficiencies for the position in which you are interning.

2.3 CONFIDENTIAL CLAUSE

The Candidate recognizes and acknowledges that the system, business materials, marketing strategies, operational planning, product/service pricing policies, client details, salary, stipend, revenues, user information, software knowledge and all system documentation relating thereto ("Proprietary Information") which Company owns, plans or develops, whether for its own use or for use by its clients or relating thereto are confidential and proprietary to the Company. The Candidate further recognizes and acknowledges that in order to enable the Company to perform services for its clients, such clients may furnish to the Company Confidential Information concerning their business affairs, property, methods of operation or other data; that the goodwill afforded to the Company depends upon, among other things, the Company and its employees (Candidate) keeping such services and information confidential (collectively, including Company systems and Company's client information, the "Confidential Information")

2.4 NON DISCLOSURE CLAUSE

The Party to the First Part agrees that, except as directed by the Company, the Candidate will not at any time, whether during or after his/her internship/employment with the Company, disclose to any person or use any confidential information, or permit any person to examine and/or make copies of any documents which contain or are derived from Confidential Information, whether prepared by the Candidate or otherwise coming into the Candidate's possession or control without the prior written permission of the Company. Any separate Contract entered between the Candidate and the Company, elaborating this Clause, shall be construed as part of this Contract and shall be fully binding on both the Parties.

The Party to the First Part agrees that, except as directed by the Company, the Party to the First Part will not at any time, whether during or after his/her employment with the Company, disclose to any person or use any confidential information, or permit any person to examine and/or make copies of any documents which contain or are derived from Confidential Information, whether prepared by the Party to the First Part or otherwise coming into *the Party to the First Party's* possession or control without the prior written permission of the Board of Directors and Company.

2.5 NON-COMPETITION CLAUSE

The Party to the First Part agrees and covenants that because of the confidential and sensitive nature of the Confidential Information and because the use of, or even the appearance of the use of, the Confidential Information in certain circumstances may cause irreparable damage to the Company and its reputation, or to clients of the Company, Candidate shall not, until the expiration of 36 months after the termination of the internship/employment relationship between the Company and the Candidate, engage,

directly or indirectly, or through any corporations or associates in any business, enterprise or employment which was a direct client of the Company. Any separate Contract entered between the Candidate and the Company's client, elaborating this Clause, shall be construed as part of this Contract and shall be fully binding on both the Parties.

The internship 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. However subsequently if any non-compete obligations are discovered you shall be personally liable for the same.

2.6 TERMINATION OF INTERNSHIP

The Candidate shall serve a notice period of 15 days for/before separating from the Company's services.

The Company and the Candidate acknowledges and agrees that the serving of notice for leaving the service of the Company is the essence of the Contract and shall be strictly adhered to.


The Company shall have the right to terminate this Contract at any time for lack of performance, for non-disciplinary behaviour or for any breach of this Contract without any prior notice.

Upon your resignation or retirement from the company or termination of your services, you are required to return all assets and properties of the Company such as systems, business materials, documents, correspondence, machines, data, files, books etc.

If you are absent for a continuous period of 2 working days without obtaining management's approval, the company may construe this as an act of abandonment and will proceed to follow the process as defined under the policy concerned.

2.7 MISCELLANEOUS PROVISIONS

- i. You have confirmed that you shall be exclusively working for the company and will not either directly or indirectly take up any employment, engage in any business, or engage in any service with any other person or entity either on a part-time basis or otherwise unless permitted by the company over the email.
- ii. You will strictly adhere to the guidelines, policies and/or code of conduct of the Company pertaining to working hours, leaves, dress code, office cultures and conducts and will work within the framework of the company policies as decided from time to time.
- iii. If any information furnished by you in your application for internship or during the selection process, is found at any time during your internship to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- iv. It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.


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v. You will abide by the Employee Service Conditions as enumerated above. Any and all of the terms and conditions of service may be modified, altered or changed at any time by the Company at its discretion

2.8 REMOTE INTERNSHIP

In case of remote Internships, the Intern is required to respond to company communications on at least one of the online platforms that company is using for communication.

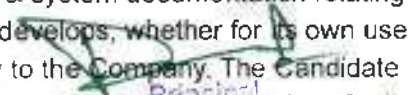
Failure to do so for 48 consecutive hours might result in penalty as per stated in Clause 4 of this contract.

3. INFORMATION PROTECTED

The validity of confidentiality contracts can come into question if the circumstances under which the confidential information is shared or disclosed are not actually confidential at all. The context in which the information is shared must be such that the parties would have understood the confidential nature of the information.

1. The Intern shall not during the course of Internship or at any time after its termination for any reason whatsoever disclose to any person or entity whatsoever or otherwise make use of any Confidential Information or Information which the Intern may have acquired during the course of Internship concerning the business or affairs of the Company or any of its affiliates, group companies, subsidiaries, etc., or any of its clients, suppliers or customers.
2. For the purpose of this Internship the term "Confidential Information" shall include but shall not limited to any information that is received by the Intern pertaining to the business activities and/or the affairs of the Company (or its Affiliates), however Confidential Information shall not include any information which (i) was publicly known and made generally available in the public domain prior to the time of receipt by the Intern; (ii) becomes publicly known and made generally available after the receipt of the same by the Intern through no action or inaction of the Intern; (iii) is obtained by the Intern from a third party without a breach of such third party's obligations of confidentiality; (iv) is required by law to be disclosed by the Intern, provided that the Consultant gives the Company prompt written notice of such requirement prior (insofar as practicable) to such disclosure so as to enable Company to seek, with the Intern's cooperation, to obtain an order protecting the information from public disclosure.
3. The Intern further agrees and covenants that he shall not commercially exploit the Confidential Information disclosed by the Company and/or use the Confidential Information disclosed by and/or acquired by virtue of the Intern being in the Contract of the Company for any purpose other than for the purpose of performing his/her obligations in terms hereof.

The Candidate recognizes and acknowledges that the business materials, marketing strategies, operational planning, product/service pricing policies, tender quotations, government liaisons, procurement details, client details user information and all process & system documentation relating thereto ("Proprietary Information") which Company owns, plans or develops, whether for its own use or for use by its clients or relating thereto are confidential and proprietary to the Company. The Candidate further recognizes and acknowledges that in order to enable the Company to perform services for its


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clients, such clients may furnish to the Company Confidential Information concerning their business affairs, property, methods of operation or other data; that the goodwill afforded to the Company depends upon, among other things, the Company and its employees (Candidate) keeping such services and information confidential (collectively, including Company systems and Company's client information, the "Confidential Information")

4. The Intern acknowledge that the Intern's breach of the provisions of this confidentiality obligations may cause irreparable harm to the Company, for which damages at law may not be an adequate remedy, and for which Company is entitled to seek injunctive and/or other equitable relief as well as monetary damages from a court of competent jurisdiction.

5. Intern agrees that during the Term of his Internship and for a period of 36 (thirty-six) months after the non-successful termination of the Internship for any reason (the "Non-Compete Period"), whether for its own account or for any third party, whether directly or indirectly as an independent contractor, director, general manager, Consultant, partner, agents, intern, employee of any Person which directly competes with the business of the Company, and/or any of their Affiliates and Clients except with the Company's prior written consent (which consent shall not be unreasonably withheld or delayed)

- A. Not to carry on or setup or be employed or engaged by or otherwise assist, participate or be interested in any capacity in any business which competes with or is similar to the business of the Company, and/or any of their Affiliates or clients;
- B. Not to hire, persuade or cause, or attempt to persuade any Consultant, agent, director, or other contractor of the Company (or its affiliates) to terminate its relationship with the Company or its Affiliate, or take any action that may result in the impairment of the relationship between such Consultant, agenet, director or other person or entity of the Company

3.1 POSSESSION

The Party to the First Part agrees that upon request by company, and in any event upon termination of employment, Party to the First Part shall turn/hand over to the Company all documents, papers or other material in his/her possession or under his/her control which may contain or be derived from Confidential Information, together with all documents, notes or other work product which is connected with or derived from the Party to the First Part's services to the Company whether or not such material is at the date hereof in Party to the First Part's possession. The Party to the First Part agrees that he/she shall have no proprietary interest in any work, application or product developed or used by the Party to the First Part and arising out of his/her employment by the Company. The Party to the First Part shall from time to time as may be requested by the Company, do all things which may be necessary to establish or document Company's ownership of any such work product, including, but not limited to execution of appropriate copyright applications or assignments.

3.2 SAVING PROVISION

The Parties agree and stipulate that the contract and covenants not to compete contained in the preceding Clause No. 5 are fair and reasonable in light of all of the facts and circumstances of the relationship between the Party to the First Part and the Company, however the Party to the First Part and the Company are aware that in certain circumstances courts have refused to enforce the certain contract


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not to compete. Therefore, in furtherance of and not in derogation of the provisions of the preceding Clause the Company and the Party to the First Part agree that in the event a court should decline to enforce the provisions of the preceding Clause, that Clause shall be deemed to be modified to restrict Party to the First Part's competition with the Company to the maximum extent, in both time and geography, which the court shall find enforceable; However, in no event shall the provisions of the preceding Clause be deemed to be more restrictive to the Party to the First Part than those contained therein.

3.3 ENFORCEABLE

The provisions of this contract shall be enforceable notwithstanding the existence of any claim or cause of action of the Party to the First Part against the Company whether predicted on this contract or otherwise.

3.4 ENTIRE CONTRACT

This Contract contains the entire contract of the Parties to the subject matter hereof. This Contract may be modified only by an instrument in writing signed by both the Parties hereto.

3.5 INJUNCTIVE RELIEF

The Party to the First Part acknowledges that disclosure of any Confidential Information or breach of any of the non-competitive covenants or contract contained herein will give rise to irreparable injury to the Company or the clients of the Company, inadequately compensable in damages. Accordingly, the Company or, where appropriate a client of the Company may seek and obtain injunctive relief against the breach or threatened breach of the foregoing undertakings, in addition to any other legal remedies which may be available. The Party to the First Part further acknowledges and agrees that in the event of the termination of employment, to engage in business activities which are of a different or non-competing nature with his/her activities as a Party to the First Part of the Company; and that the enforcement of a remedy hereunder by way of injunction shall not prevent the Party to the First Part from earning a reasonable livelihood. The Party to the First Part further acknowledges and agrees that the covenants contained herein are necessary for the protection of the Company's legitimate business interests and are reasonable in scope and content.

3.6 DEALINGS WITH COMPANY'S CLIENTS

If Party to the First Part's contract with the Company terminates for any reason, the Party to the First Part shall not, for an indefinite period of time, have any business dealings whatsoever, either directly or indirectly or through corporate entities or associates with any customer or client of the Company or its subsidiaries or any person or firm which has contacted or been contacted by the Company as a potential customer or client of the Company; and the Party to the First Part shall keep in strictest confidence, both during the Party to the First Part's employment and subsequent to termination of employment, and shall not during the period of employment or thereafter disclose or divulge to any person, firm or corporation, or use directly or indirectly, for the Party to the First Part's own benefit or the benefit of others, any information which in good faith and good conscience ought to be treated as Confidential Information including, without limitation, information relating to the software or application developed by the Company;

information as to sources of, and arrangements for, software or hardware or other services supplied to customers or clients of the Company, submission and proposal procedures of the Company, customer or contact lists or any other Confidential Information.

3.7 RESOLUTION OF DISPUTE

In the event of any dispute or difference of any nature arising regarding the terms and conditions and interpretations of the above Clauses, the same shall be referred to the court of law within the jurisdiction of New Delhi, India.

3.8 SURVIVAL

The provisions of this Contract relating to confidentiality or non-competition shall survive the termination of employment, however caused.

4. PENALTY

In case of any infringement/default of the contract, as determined by "Company", it shall issue a notice to the "Intern" to rectify such infringement/default within a stipulated time. If the infringement is not rectified within the stipulated time, a fine upto Rs. 2,00,000/- (*Rupees Two Lakhs only*) shall be imposed by the "Company" to "Candidate" , along with the additional time for rectification of such infringement/default.


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5. VERIFICATION OF OBLIGATION

"Intern" understands that in the course of my internship experience I may have access to and be involved in the processing of verbal, written, computer generated, computer accessed, filmed, and/or recorded information related to clients, employees, and staff or the organization or business.

"Intern" understands that he/she is required to maintain confidentiality of this direct or indirect information at all times, both during and after my internship experience.

"Intern" understands that he/she will not share, discuss, or reveal any of this information with anyone.

"Intern" understands that any breach of this contract may result in disciplinary action, including termination from the Internship Program (with the status of 'Failure' placed on my permanent transcript) and legal action.


"Intern" certifies by his/her signature that he/she acknowledges being informed of the confidentiality policy concerning confidential information or its treatment.

"Intern" agrees to follow all the company guidelines over time.

"Intern" agrees to adhere to and uphold the private and privileged information therein.

Hereby, "Intern" is selected to practise Internship with the company but he/she will join the company only after the signing of this contract.

Intern Sign must match with any government approved ID card and should be attached with the document.

<p>Intern Full Name Abhishek Kumar <hr/>(Full Legal Name)</p> <p>Intern Signature <i>Abhishek Kumar</i> <hr/>Abhishek Kumar (Apr 12, 2022 21:57 GMT+5.5) (Full Legal Signature)</p> <p>abhishek.k@w3dev.email Apr 12, 2022</p>	<p>Internship Program</p> <p></p> <p>Coordinator: Ashutosh Kumar</p> <p>Phone: +919958831867</p> <p>Contact: contact@w3dev.in</p> <p>Internship Coordinator Ashutosh Kumar <hr/>(Internship Coordinator)</p>
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W3 Dev Private Limited - Contract for Internship [INDIA]

Final Audit Report

2022-04-12

Created:	2022-04-12
By:	Ashutosh Kumar (w3dev.in@gmail.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAA8GlueXAmqEFYeFpdu8F28PEDh_bLHBI

"W3 Dev Private Limited - Contract for Internship [INDIA]" History

-  Document created by Ashutosh Kumar (w3dev.in@gmail.com)
2022-04-12 - 2:32:35 PM GMT - IP address: 103.208.66.44
-  Document emailed to Abhishek Kumar (abhishek.k@w3dev.email) for signature
2022-04-12 - 2:32:50 PM GMT
-  Email viewed by Abhishek Kumar (abhishek.k@w3dev.email)
2022-04-12 - 2:44:28 PM GMT - IP address: 66.249.84.221
-  Document e-signed by Abhishek Kumar (abhishek.k@w3dev.email)
Signature Date: 2022-04-12 - 4:27:15 PM GMT - Time Source: server - IP address: 106.210.44.204
-  Agreement completed.
2022-04-12 - 4:27:15 PM GMT



02 November 2022

Bhavesh

Gurgaon

Dear **Bhavesh**,

We have pleasure in offering you an appointment as **Management Trainee- Business Analyst** with **WCube Solutions Private Limited**. Your Initial place of service will be Gurgaon. However, your services are transferable, and you can be seconded or deputed by the company to any WCube operation in India or abroad.

Your date of joining with our organization will be "**07 November 2022**".

You will be under probation for a period of **3 months** starting from the date of joining.

Your salary will be **Rs.400,000 (Rupees Four Lakhs Only)** per annum inclusive of Fixed salary structure.

Please mail us a signed copy of your acceptance of the offer, confirming your date of joining. As per our standard procedure, upon joining you shall be issued a formal letter of Appointment.

Your appointment is subject to:

1. You are joining the services of the company on or before the specified date.
2. Your acceptance of the offer in writing.
3. Verification of your testimonials.

The following has to be submitted by you at the time of your joining:

- Copy of Educational Qualification Certificates.
- Recent photographs
- Copy of all Experience (Last employer's appointment letter etc).
- Relieving Letter/acceptance of resignation from previous employer.
- Proof of Age & Residence (copy of passport election ID card/ Driving License)
- Proof of last salary drawn / pay slip (last salary slip along with salary certificate / last compensation revision letter
- Copy of Permanent Account Number (PAN) card. This offer of employment will be valid for acceptance by you for a period of One day from the time of receiving the same.

With our best regards


Yours Sincerely,

For WCube Solution Private Limited


Director

Udit Karan Chandhok
Co-Founder & CEO

for Candidate
Bhavesh


Principal
Dronacharya College of Education
Faridkot Nagar - 123008



Annexure - I (Enclosed)

GROSS COMPENSATION PACKAGE

Particulars	Per Month (In Rs.)	Per Annum (In Rs.)
Basic Salary	15,000	180,000
HRA	1,500	18,000
Special Allowances	13,993	167,905
Statutory Bonus	1,042	12,495
Gross Salary	31,534	378,400
PF	1,800	21,600
Total CTC	33,334	400,000

1. TDS & Other statutory as applicable shall be deducted.
2. Gratuity as per law.


I agree to accept the employment on the terms and conditions mentioned in the letter

Name: Bhavesh

Signature:

Place: Gurgaon

Date:


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Website: yantraworld.in

Email: kapil@yantraworld.in

Company: Patrina Overseas Llp

Address: Plot No. 297, PH-6, Sector-37

P-2, Gurugram, Haryana-122001.

Dated: 24th Oct 2022

Offer Letter

Dear Aakash Chaudhary,

Congratulations! On the behalf of Patrina Overseas Llp, I am Pleased to offer you the position of Software Developer. Your total annual salary shall be Rs. 3,00,000 paid in semi-monthly installments via direct deposit or cheque on the 15th and last day of the month. Your initial appointment shall commence on 1st Jan 2023.

This position is a member of the core Technical team. You will directly report to the chief Technology officer. Your service in this capacity is subject to annual review and reappointment in accordance with company policies.

This offer of appointment does not imply any commitment to your continued employment and supersedes any other agreements written or oral with regard to your employment at **Patrina Overseas Llp**.


Please, Indicate your acceptance of this offer under the terms described above by returning the signed copy of this letter no later than 25th Dec 2022. A copy of this letter is enclosed for your records.

Kapil

CEO

Patrina Overseas Llp

Email: hr@yantraworld.in


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Farukh Nagar - 125000

WORKING HOURS

The default working days in the probation period in Neebal is from Monday to Saturday and employees are required to complete 54 hours of billable or approved work in that week.

Post confirmation working days would be from Monday to Friday and employees are required to complete 45 hours of billable or approved work in a week.

ALTERNATE EMPLOYMENT

As a full-time employee of Neebal, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the prior written permission of Neebal.

LEAVE

You will be eligible for a total of 12 of earned leaves on completion of every year of your service.

UNAUTHORIZED ABSENCE

Your unauthorized absence from the job for a continuous period of more than three (3) working days will be treated as absconding from duty, and in the event of your not reporting for job within 10 days from the date of absence, the same would be treated as "Your voluntary abandonment of the job" and it shall be deemed that you are no longer interested in working and have abandoned the job on your own accord. Neebal will then have a right to initiate legal proceedings against you.

TRADE SECRETS AND CONFIDENTIAL INFORMATION

During the term of your work, you may have access to and become familiar with various trade secrets and confidential information belonging to the Company, its affiliates and its customers. You shall acknowledge that such confidential information and trade secrets are owned and shall continue to be owned solely by the Company, its affiliates and its customers, as the case may be. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those expressly designated by the Company unless such employee is compelled to disclose it by judicial process.

RESTRICTIVE COVENANT

The Company is in the business of providing various services including services in the computer software and information technology area. By signing this agreement, you acknowledge that:

- a. The Company's services are highly specialized.
- b. The identity and particular needs of the Company's customers are highly confidential and must be kept that way.
- c. The Company has a proprietary interest in its customer list and relationships.
- d. Documents and other information regarding Company's services, pricing and costs, as well as information pertaining to Company's customers, including but not limited to identity, location, service requirements and charges to the customer are highly confidential and constitute trade secrets.

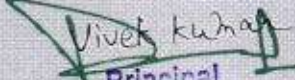
You shall also during the tenure of your employment with the Company not engage yourself either directly or otherwise or carry out either by yourself or through any other person or entity any work, take assignment or contract for development or maintenance of computer software, or any such

Neebal Technologies Pvt. Ltd

B1 - 007, Boomerang, Chandivali Farm Road, Andheri (E), Mumbai - 400 072

T +912228574118 . E contact@neebal.com . W www.neebal.com

CIN U74120MH2012PTC226006


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Farukh Nagar - 123506

package or products belonging to or owned or possessed by any individual or group of individuals or entity even outside your normal working hours with the Company.

You will not directly or indirectly solicit, take up employment or transact any sort of business directly or indirectly with any person, company, firm, or corporation which is or was the customer of the Company on behalf of yourself or any other person, firm, company or corporation, for a period of one (1) year after this job appointment has been terminated for any reason, regardless of whether the termination is initiated by the Company or Yourself.

TERMINATION AND NOTICE PERIOD

The Company shall have the right to terminate your employment, without any notice, in the event of any of the following:

1. Breach of any of the conditions of this agreement; and any other rules made applicable to you in respect of your employment with us.
2. Violation on your part of the Company's rules with regard to the authenticity and information declared at the time of joining the Company.
3. Any misconduct on your part;
4. Failure to carry out any of your duties and obligations.
5. Undisciplined and/or immoral code of conduct
6. Any breach of trust or confidentiality of any sort from your side.

During the period of probation, Neebal Technologies Pvt. Ltd. alone has the right to terminate the contract of employment.

After completion of the said probation and confirmation thereof, Neebal Technologies Pvt. Ltd. has the right to terminate the contract of employment by giving 30 days notice to that effect in writing or salary in lieu thereof. The right to terminate the contract of employment can be exercised by you upon giving at least 90 Days' notice to that effect in writing.

The 'Non Disclosure' and 'Maintenance of Business Secrecy' as defined and narrated above shall survive even after the termination of this agreement.

DISPUTE

Any dispute between yourself and the company concerning with or relating to or arising out of this contract shall be subject to the jurisdiction of and be determined by a court of competent jurisdiction in Greater Mumbai only.

EMPLOYMENT VERIFICATION

The Company reserves the right to verify your documents and background through internal or external agencies. These may include your current / previous employment history, educational / professional credentials, medical history and other background checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "DOCUMENTATION REQUIRED". If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment. When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, in advance of initiating appropriate action. In addition, you are required to mandatorily furnish a copy of your passport on the date of joining. In absence of the same, you will be required to undergo a criminal background check, the cost of which will be borne by you. This check will be initiated on the date of your joining.

[Handwritten Signature]
Principal
Dronacharya College of Engg
Barrukh Nagar, Kurla

Neebal Technologies Pvt. Ltd

01 - 007, Boomerang, Chandivali Farm Road, Andheri (E), Mumbai - 400 072

T +912228574118 . E contact@neebal.com . W www.neebal.com

CIN U74120MH2012PFC226006

DOCUMENTATION REQUIRED

Please bring along with you the following documents in original and one copy of the same.

- Duly acknowledged copy of this Letter of Offer
- Undated cheque from your bank account in the name of the Company for Rs.1,50,000.00
- 2 copies of your recent passport size photograph with white background.
- Attested copies of the following:
 - Proof of age
 - SSC/HSC or equivalent examination mark sheets
 - Diploma / Degree for all the Semesters / Years or Passing Certificate
 - Passport / Voter ID card / Ration Card.
 - Two / Four wheeler Driving License.
 - Pan card & AADHAAR card (If Any)
 - Medical Fitness Certificate detailing medical history of last 3 years

You are requested to note that our offer is subject to your submitting the above documents. According to the standard practice of our Company, you will treat the above terms of this Letter of Offer as confidential.

We are enthusiastic and pleased that you are going to be a part of our organization. To accept this offer of employment, you will need to sign this offer letter and send or courier the offer of employment forms to the indicated address within 14 business days from the date of this letter.

All additional pre-employment documentation provided to you must be completed and returned on your start date. We look forward to your joining the Company.

Please reach out to us at 022-28574118 or at hr@neebal.com, if you need further directions.

Sincerely,



Authorized Signatory
Neebal Technologies Pvt. Ltd.

Enclosed: Annexure A of the offer (as applicable to you)

I have read, understood and agreed to the terms and conditions as set forth in this offer letter and the Annexure to the same.

VIVEK KUMAR

(Your Signature) Vivek Kumar

Date: {{Date}} 19/10/2022

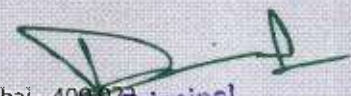
Location: {{Location}} Gurgaon

Neebal Technologies Pvt. Ltd

B1 - 007, Boomerang, Chandivali Farm Road, Andheri (E), Mumbai - 400 073

T +912228574118 . E contact@neebal.com . W www.neebal.com

CIN U74120MH2012PTC226006




Principal
Dronacharya College of Engg.
Farrukh Nagar - 128006

Annexure A

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure B is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

NAME	Vivek Kumar	
DESIGNATION	Trainee Software Engineer	
BAND	1	
MONTHLY COMPONENT (Deductions will be applied based on actuals)	Per Month (INR)	Per Annum (INR)
Gross Salary	₹14,400.00	₹86,400.00
Earned Gross Salary	₹14,400.00	₹86,400.00
TDS (10%)	₹1,600.00	₹9,600.00
Cost to Company	₹16,000.00	₹96,000.00

Vivek kumar



Principal

Dronacharya College of Engg
Faridkot Nagar - 123506

Neebal Technologies Pvt .Ltd
B1 - 007, Boomerang, Chandivali Farm Road, Andheri (E), Mumbai - 400 070
T +912228574118 . E contact@neebal.com . W www.neebal.com
CIN U74120MH2012PTC226006

Annexure B

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure B is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

NAME	Vivek Kumar	
DESIGNATION	Trainee Software Engineer	
BAND	Band 1	
COMPONENTS	Per Month (INR)	Per Annum (INR)
Basic Allowance	₹18,750.00	₹225,000.00
House Rent Allowance	₹9,375.00	₹112,500.00
Leave Travel Allowance	₹750.00	₹9,000.00
Flexi Allowance (Claimable)*	₹1,567.04	₹18,804.50
EARNED GROSS (A)	₹30,442.04	₹365,304.50
Employee Provident Fund	₹1,800.00	₹21,600.00
Professional Tax	₹200.00	₹2,500.00
Food Coupon	₹0.00	₹0.00
DEDUCTIONS (B)	₹2,000.00	₹24,100.00
EARNED NET (A-B)	₹28,442.04	₹341,204.50
Performance Bonus (Variable) (C)	₹3,750.00	₹45,000.00
TOTAL GROSS (A+C)	₹34,192.04	₹410,304.50
ADDITIONAL BENEFIT (D)	₹3,307.96	₹39,695.50
COST TO COMPANY (A+C+D)	₹37,500.00	₹450,000.00

The duration of accrual of your annual variable component will be based on your performance in the training program as well as your probation period. The maximum duration of accrual is 3 years.

Vivek Kulkarni
Principal
Dronacharya College of Engg.
Farrukh Nagar - 123306


Neebal Technologies Pvt. Ltd
B1 - 007, Boomerang, Chandivali Farm Road, Andheri (E), Mumbai - 400 072
T +912228574118 . E contact@neebal.com . W www.neebal.com
CIN U74120MH2012PTC226006

*Flexi Allowance (Claimable) - This allowance is a "Flexi Basket" of various non-taxable components. The Flexi Allowance includes claimable for the expenditure done by you under various heads as given in the table below. You can opt for all or some of them depending on what you intend to claim. When you submit bills, these claimable become tax-free to the extent of the maximum limit given in the table. Else they will be taxed. Please note this is part of your CTC.

Flexi Allowance (Claimables) *	Maximum Limit (monthly)
Fuel Reimbursement	Rs. 3000
Mobile Reimbursement	Rs. 1500
Internet Reimbursement	Rs. 2000
Books & Periodical Reimbursement	Rs. 2000

**Additional Benefits given in the above CTC structure are a cumulation of Employer Provident fund, Gratuity, Group Medical Insurance and Accidental Cover.

Vivek Kumar


Principal
Dronacharya College of Engg.
Fairukh Nagar - 123506

Neebal Technologies Pvt .Ltd
B1 - 007, Boomerang, Chandivali Farm Road, Andheri (E), Mumbai - 400 072
T +912228574118 , E contact@neebal.com , W www.neebal.com
CIN U74120MH2012PTC226006

Admission Dronacharya Group of Institutions

From: TPO <tpo@gnindia.dronacharya.info>
Sent: Monday, July 25, 2022 1:57 PM
To: 'TPO'
Cc: 'Director Director'; principal@ggnindia.dronacharya.info
Subject: FW: Regarding Job Opening at NetProphets Cyberworks || Batch 2023
Attachments: image001.png; image002.gif

Follow Up Flag: Follow up
Flag Status: Completed

Dear Ma'am,

Greetings!!

Sharing the Selection candidates' names from the drive dated 21st July 2022.

Will be sharing their offer letters by coming Monday.

Selected Candidates List

S. no	Name	Domain
1	Raj Verma	Development
2	Nitesh Saini	Development
3	Abhay Tiwari	Development
4	Mehul Sharma	Development
5	Ashu Kumar Singh	Development


Regards
Richa Jaiswal

From: TPO [mailto:tpo@gnindia.dronacharya.info]
Sent: Tuesday, July 19, 2022 11:24 AM
To: 'TPO'
Cc: 'Director'; 'principal@ggnindia.dronacharya.info'
Subject: RE: Regarding Job Opening at NetProphets Cyberworks || Batch 2023

Dear Ma'am,

Greetings!!

Sharing the List of NetProphets Cyberworks for your reference.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123006

Kindly take the final confirmation from students for attending physical process at Greater Noida Campus on 21st July 2022 and update by today with final list by 3PM

College Name	College Roll No	Candidate Name	Gender	Date of Birth	Contact Number	Candidate Official E-mail ID	Candidate Personal ID
DCE , GGN	22001	aakanksha	Female	8/18/2001	8579057691	aakanksha.22001@ggnindia.dronacharya.info	akku85790@gmail.com
DCE , GGN	22005	Abhay Tiwari	Male	7/5/2002	7470424025	abhay.22005@ggnindia.dronacharya.info	abhey.sidhi@gmail.com
DCE , GGN	22006	Abhishek	Male	9/22/2000	8130036352	abhishek.2006@ggnindiadronacharya.info	abhisheky220920@gmail.com
DCE , GGN	22009	ADITI	Female	11/13/2001	9.19668E+11	aditi.22009@ggnindia.dronacharya.info	bhardwajaditi1311@gmail.com
DCE , GGN	22010	Aditi Mohan	Female	12/9/2001	8882274909	aditi.22010@ggnindia.dronacharya.info	aditimohan74@gmail.com
DCE , GGN	22011	Aditi Paul	Female	10/17/2001	8826512667	aditi.22011@ggnindia.dronacharya.info	aditipaul1973@gmail.com
DCE , GGN	22013	Aditya Kumar	Male	4/1/2000	9027723202	aditya.22013@ggnindia.dronacharya.info	adikumar1777@gmail.com
DCE , GGN	22017	Aman Kumar	Male	8/7/2001	9.1881E+11	aman.22017@ggnindia.dronacharya.info	amykr931@gmail.com
DCE , GGN	22020	Anjali kumari	Female	6/10/2000	9315587725	Anjalijha.m2000@gmail.com Dronacharya College of Engg Gh. Nagar - 123606	Anjalijha.m2000@gmail.com
DCE ,	22021	Anjali Pandey	Female	11/7/2000	7488557712	pandeyanjali0711@gmail.com	pandeyanjali0711@gmail.com

GG N							
DCE , GG N	2202 2	Ankesh	Male	1/20/20 03	9350307 756	ankesh.22022@ggnindia.dronacharya.info	ankyjakhar22@gmail.com
DCE , GG N	2202 4	Ankit Kumar	Male	12/23/2 002	9990522 829	ankit.22024@ggnindia.dronacharya.info	ankitkr.ak23@gmail.com
DCE , GG N	2202 5	Ankit Kumar jha	Male	2/2/200 2	9267942 871	ankit.22025@ggnindia.dronacharya.info	jhaankit797@gmail.com
DCE , GG N	2202 7	Ankit Tripathi	Male	7/17/20 00	8383917 103	ankit.22027@ggnindia.dronacharya.info	ankittripathi02000@gmail.com
DCE , GG N	2202 8	Anshika pareek	Fem ale	8/2/200 2	9460264 515	anshika.22028@ggnindia.dronacharya.info	anshikapareek0208@gmail.com
DCE , GG N	2202 9	Anshu Kumar	Male	8/15/20 01	8882965 595	anshu.22029@ggnindia.dronacharya.info	anshusee22@gmail.com
DCE , GG N	2203 1	anuj tanwar	Male	4/24/20 01	8287281 540	anuj.22031@ggnindia.dronacharya.info	anujtanwar240.4@gmail.com
DCE , GG N	2203 2	Ashish Yadav	Male	6/29/20 00	9.1881E +11	ashish.22032@ggnindia.dronacharya.info	ashishyadav5692@gmail.com
DCE , GG N	2203 3	Ashu Kumar singh	Male	4/9/200 0	8882652 415	ashu.22033@ggnindia.dronacharya.info	ashusingh7836@gmail.com
DCE , GG N	2203 4	Ashutos h kumar	Male	3/3/200 3	9870741 340	ashutosh.22034@ggnindia.dronacharya.info	ashutoshkumar30781@gmail.com
DCE , GG N	2203 5	Ashutos h yadav	Male	10/14/2 002	8920991 097	ashutosh.22035@ggnindia.dronacharya.info	ashuyadav2274@gmail.com

GG N							
DCE , GG N	2203 7	BHUMI KA WADH WA	Fem ale	10/23/2 001	9716089 497	<u>bhumika.22037@ggnindia.dro nacharya.info</u>	<u>wadhwab2310@gma</u>
DCE , GG N	2203 8	Bhushan Vashist	Male	6/3/200 1	9717715 412	<u>bhushan.22038@ggnindia.dron acharya.info</u>	<u>bhushanvashist74@gr m</u>
DCE , GG N	2203 9	Chandan Yadav	Male	7/7/200 2	8468867 750	<u>chandan.22039@ggnindia.dron acharya.info</u>	<u>chandankaweb@gma</u>
DCE , GG N	2204 0	Chandan i Yadav	Fem ale	8/23/20 01	7827460 184	<u>chandani.22040@ggnindia.dro nacharya.info</u>	<u>yadavchandani2001@ om</u>
DCE , GG N	2204 1	Chirag Bhatia	Male	12/25/2 001	9650264 403	<u>chirag.22041@ggnindia.dronac harya.info</u>	<u>chi251201@gmail.</u>
DCE , GG N	2204 2	Chirag Sharma	Male	3/26/20 01	9818539 815	<u>chirag.22042@ggnindia.dronac harya.info</u>	<u>chirags326@yahoo.</u>
DCE , GG N	2204 4	Deepans hu Bisht	Male	9/6/200 1	7011093 138	<u>deepanshu.22044@ggnindia.dr onacharya.info</u>	<u>deepanshu060901@gr m</u>
DCE , GG N	2204 9	Divyans hi Oberoi	Fem ale	9/21/20 01	7042055 692	<u>divyanshi.22049@ggnindia.dro nacharya.info</u>	<u>oberoideepul@gmai</u>
DCE , GG N	2205 0	GAGA N SHARM A	Male	10/25/2 001	9990820 233	<u>shagagan5921@gmail.com</u>	<u>shagagan5921@gma</u>
DCE , GG N	2205 1	Gandhar v kumar	Male	2/16/20 02	8587920 976	<u>kumargandharv96@gmail.com</u> Principal Dronacharya College of Engg. Bhi Nagar - 23506	<u>kumargandharv96@gr m</u>
DCE , GG N	2205 5	Gaurav Kumar	Male	11/8/20 00	8860608 848	<u>gaurav.22055@ggnindia.drona charya.info</u>	<u>gauravkumar8112000@ com</u>

DCE , GG N	2205 6	Gautam Chaturv edi	Male	3/23/20 01	9773750 404	gautam.22056@ggnindia.dronacharya.info	gautamggn13@gmail.com
DCE , GG N	2206 0	Harsh Kumar	Male	3/28/20 01	7703876 884	harsh.22060@ggnindia.dronacharya.info	harshrathi0553@gmail.com
DCE , GG N	2206 3	Harsh Yadav	Male	9/16/20 01	8527711 014	harsh.22063@ggnindia.dronacharya.info	harshbtech00@gmail.com
DCE , GG N	2206 7	Ishita Sehgal	Fem ale	5/22/20 01	9667338 880	ishita.22067@ggnindia.dronacharya.info	ishitah24@yahoo.com
DCE , GG N	2206 8	Ishita Singh	Fem ale	3/15/20 01	8920866 071	ishita.22068@ggnindia.dronacharya.info	ishitasingh150301@gmail.com
DCE , GG N	2206 9	Jaid Ahmed	Male	1/3/200 1	9.19719 E+11	jaid.22069@ggnindia.dronacharya.info	jaidahmed01@gmail.com
DCE , GG N	2207 0	Jatin Chawla	Male	10/23/2 001	7836035 292	jatin.22070@ggnindia.dronacharya.info	jatinchawla2323@gmail.com
DCE , GG N	2207 1	Jatin Kumar	Male	1/24/20 01	9911588 694	kumar.jatin13905@gmail.com	kumar.jatin13905@gmail.com
DCE , GG N	2207 2	Jitendra Singh Mehta	Male	12/27/2 000	8287842 445	Jitendra	jitendra.22072@ggnindianacharya.info
DCE , GG N	2207 3	Karan Grover	Male	2/8/200 0	8384032 754	karan.22073@ggnindia.dronacharya.info	groverkaran449@gmail.com
DCE , GG N	2207 4	Kartik saini	Male	1/25/20 01	9306269 365	Kartiksaini2501@gmail.com	Kartiksaini2501@gmail.com
DCE , GG N	2207 5	Keshav Bhartia	Male	12/5/20 01	9304524 318	22075@ggnindia.dronacharya.info Keshav Bhartia Dronacharya College of Engg. Farukh Nagar - 123006	Keshavbhartia432@gmail.com
DCE , GG N	2207 6	Kunal	Male	4/28/20 01	8920683 942	kunal.22076@ggnindia.dronacharya.info	kunalsharma.280104@gmail.com

DCE , GG N	2207 7	kunal bhatt	Male	9/12/20 01	9654676 186	kunal.22077@ggnindia.dronacharya.info	kunal26bhatt@gmail.com
DCE , GG N	2208 0	Lakhan singh	Male	5/3/200 1	8287099 098	lakhan.22080@ggnindia.dronacharya.info	lakhan13500@gmail.com
DCE , GG N	2208 5	Mehak	Fem ale	3/14/20 02	8882066 569	Mehak.22085@ggnindia.dronacharya.info	mehak14march@gmail.com
DCE , GG N	2208 7	Monalis a Priyadar shini	Fem ale	12/13/2 001	9818414 388	monalisa.22087@ggnindia.dronacharya.info	monarout1325@gmail.com
DCE , GG N	2208 8	Mukul Thakur	Male	4/16/20 02	8800145 139	mukul.22088@ggnindia.dronacharya.info	mukul2002thakur@gmail.com
DCE , GG N	2208 9	Nazir Ansari	Male	4/7/200 2	8802060 933	naazir.22089@ggnindia.dronacharya.info	naziransari989@gmail.com
DCE , GG N	2209 0	Naman Malik	Male	6/21/20 00	9996827 384	naman.22090@ggnindia.dronacharya.info	namanmalik21@gmail.com
DCE , GG N	2209 3	Nikhil Sharma	Male	1/5/200 2	7982044 375	nikhil.22093@ggnindia.dronacharya.info	nikhilsharma2460@gmail.com
DCE , GG N	2209 8	Nitesh Saini	Male	1/24/20 02	9.18827 E+11	nitesh.22098@ggnindia.dronacharya.info	nitesh.saini2402@outlook.com
DCE , GG N	2209 9	Nitesh Singh Chauhan	Male	11/1/20 02	9319418 664	nitesh.22099@ggnindia.dronacharya.info	shauryathakur7531@gmail.com
DCE , GG N	2210 0	Nitisha Piplani	Fem ale	7/30/20 01	8448866 724	nitisha.22100@ggnindia.dronacharya.info	nitishapiplani1@gmail.com
DCE , GG N	2210 1	Noorkar an Bhanark ar	Male	8/8/200 0	8810546 322	noorkaran.22101@ggnindia.dronacharya.info	noorkaran@gmail.com

DCE GG N	2210 2	Om Thakur	Male	8/15/20 02	9971294 563	om.22102@ggnindia.dronacharya.info	omthakur16082@gmail.com
DCE GG N	2210 3	Pallavi Singh	Female	9/1/200 2	8383043 307	Pallavi.22103@ggnindia.dronacharya.info	Pallavi.singh9810@gmail.com
DCE GG N	2210 4	Palvi Sabharwal	Female	8/29/20 01	7428041 422	inform2palvii@gmail.com	inform2palvii@gmail.com
DCE GG N	2210 6	Parth Verma	Male	7/26/20 01	9971629 354	parth.22106@ggnindia.dronacharya.info	iparthverma01@gmail.com
DCE GG N	2210 8	PEEYU SH KUMAR	Male	4/7/200 1	8882110 059	peeyush.22108@ggnindia.dronacharya.info	peeyush.buisness45@gmail.com
DCE GG N	2210 9	Piyush Garg	Male	6/19/20 02	7011189 570	piyush.22109@ggnindia.dronacharya.info	piyushgarg1906@gmail.com
DCE GG N	2211 0	Prabal Pandey	Male	11/19/2 000	9910917 727	prabal.22110@ggnindia.dronacharya.info	prabal.pandey.prabal@gmail.com
DCE GG N	2211 8	Prerna Gupta	Female	1/29/20 02	9050611 301	prerna.22118@ggnindia.dronacharya.info	engineerprerna02@gmail.com
DCE GG N	2211 9	Priyanka	Female	3/19/20 01	9587499 937	priyanka.22119@ggnindia.dronacharya.info	priyankakalaliya1233@gmail.com
DCE GG N	2212 2	Purnima Sharma	Female	11/13/2 001	8448352 880	purnima.22122@ggnindia.dronacharya.info	purnimasharma1305@gmail.com
DCE GG N	2212 5	Rahul Kumar	Male	10/28/2 000	9971348 384	rahul.22125@ggnindia.dronacharya.info	bhankharsahul28@gmail.com
DCE GG N	2212 7	Raj Verma	Male	8/3/200 2	7827503 473	raj.22127@ggnindia.dronacharya.info	vraj03082002@gmail.com

DCE , GG N	2212 9	Rakib khan	Male	8/11/19 98	7015597 949	rakib.22129@ggnindia.dronacharya.info	rakibkhan98k@gmail.com
DCE , GG N	2213 1	Ravi Raj	Male	10/12/1 999	9.16205 E+11	ravi.22131@ggnindia.dronacharya.info	rajravi12101999@gmail.com
DCE , GG N	2213 4	Rishi	Male	10/12/2 001	8178119 836	rishi.22134@ggnindia.dronacharya.info	rs12102001@gmail.com
DCE , GG N	2213 6	Ritik Grover	Male	10/17/2 001	9891196 470	ritik.22136@ggnindian.dronacharya.info	ritikgrover183@gmail.com
DCE , GG N	2213 7	Ritik Gulabra ni	Male	3/18/20 01	8383999 302	ritik.gulabrani07@gmail.com	ritik.gulabrani07@gmail.com
DCE , GG N	2213 8	Ritik pandey	Male	1/3/200 1	9971485 836	ritik.22138@ggnindia.dronacharya.info	ritikp786@gmail.com
DCE , GG N	2214 1	RITIK VERM A	Male	10/30/2 000	9910739 661	ritik.22141@ggnindia.dronacharya.info	rvritik2000@gmail.com
DCE , GG N	2214 2	Rohan	Male	6/12/20 00	7982761 061	rohan.22142@ggnindia.dronacharya.info	singh.rohan9582@gmail.com
DCE , GG N	2214 5	Rohit Yadav	Male	11/14/2 003	8375974 555	rohit.22145@ggnindia.dronacharya.info	ry417504@gmail.com
DCE , GG N	2214 7	Sandeep Kumar	Male	1/7/200 1	8295366 279	Sandeep.22147@ggnindia.dronacharya.info	ksandep482@gmail.com
DCE , GG N	2214 8	Sanil	Male	10/28/2 001	9911431 114	sanil.22148@ggnindia.dronacharya.info	Sanilyadav2001@gmail.com
DCE , GG N	2214 9	Sarthak Srivasta v	Male	10/10/2 003	7800359 920	sarthak.22149@ggnindia.dronacharya.info	sarthaksrivastava523@gmail.com
DCE , GG N	2215 0	Shaksha m sharma	Male	2/14/20 02	8800560 138	Shaksham.22150@ggnindia.dronacharya.info	Shamshamsharma711@gmail.com

DCE , GG N	2215 2	SHIVA NGI MATH UR	Fem ale	4/2/200 1	9599475 901	shivangi.22152@ggnindia.dronacharya.info	shivangi.mathur.dce@om
DCE , GG N	2215 3	Shubha m Saini	Male	7/8/200 1	7027331 695	shubhamrara695@gmail.com	shubhamrara695@gn
DCE , GG N	2215 5	Siddhart h Biswas	Male	11/12/2 000	7678494 343	Siddharth.22155@ggnindia.dronacharya.info	sidbi2000@gmail.c
DCE , GG N	2215 6	Siddhart h Sharma	Male	11/6/20 00	9560257 483	siddharth.22156@ggnindia.dronacharya.info	siddharthsharma653@om
DCE , GG N	2215 8	Sonal	Fem ale	7/30/20 00	9.17839 E+11	sonal.22158@ggnindia.dronacharya.info	sonasharma@outlo
DCE , GG N	2216 0	Shubha m	Male	9/6/200 1	7217898 437	subham.22160@ggnindia.dronacharya.info	shubhamyadav3583@om
DCE , GG N	2216 1	Sushant Sharma	Male	11/10/2 001	9675804 042	sushant.22161@ggnindia.dronacharya.info	sharmasushant245@gm
DCE , GG N	2216 3	Tania	Fem ale	12/28/2 002	8059081 034	tania.22163@ggnindia.dronacharya.info	taniachanana02@gma
DCE , GG N	2216 5	Tannu	Fem ale	7/28/20 01	9350735 568	tannu.22165@ggnindia.dronacharya.info	tannu.sharma470@gm
DCE , GG N	2216 6	Ujjwal	Male	7/28/20 02	7988102 551	ujjwal.22166@ggnindia.dronacharya.info	ujjwalydv008@gmai
DCE , GG N	2216 8	Utkarsh Shaw	Male	8/15/20 01	9.1965E +11	utkarsh.22168@ggnindia.dronacharya.info	utkarsh.shaw123@gm
DCE , GG N	2217 1	Varun Gaur	Male	2/1/200 1	9911922 134	varun.22171@ggnindia.dronacharya.info	varungaur1506@gma

DCE , GG N	2217 3	Varun Sharma	Male	2/13/20 01	8859255 633	varun.22173@ggnindia.dronacharya.info	varunsh056@gmail.com
DCE , GG N	2217 4	Vikas	Male	8/20/20 01	9992324 098	vikas.22174@ggnindia.dronacharya.info	dalalvikas20082001@om
DCE , GG N	2217 6	Vinay Dogra	Male	12/1/20 01	8851895 575	vinay.22176@ggnindia.dronacharya.info	vinaydogra360@gmail.com
DCE , GG N	2217 9	Vishal Bhardwaj	Male	11/27/20 01	9582715 843	vishal.22179@ggnindia.dronacharya.info	vishalbhardwaj9863@om
DCE , GG N	2218 2	Yashasvi Dhiman	Male	1/20/20 01	9910127 617	yashasvi.22182@ggnindia.dronacharya.info	yashasvidhiman01@gmail.com
DCE , GG N	2218 5	Yogesh Kumar	Male	10/31/20 01	9811763 959	singhsonuson31@gmail.com	singhsonuson31@gmail.com
DCE , GG N	2218 6	Yusuf Hasan	Male	5/11/20 01	8700970 890	yusuf.22186@ggnindia.dronacharya.info	yusuf0hasan9@gmail.com
DCE , GG N	2219 1	Ajay Thakran	Male	1/27/20 01	9306229 935	ajay.22191@ggnindia.dronacharya.info	ajaythakran1000@gmail.com
DCE , GG N	2231 4	Himanshu	Male	8/1/2000	7011057 234	himanshu.22314@ggnindia.dronacharya.info	khotisir@gmail.com
DCE , GG N	2232 7	Pushpender Rathore	Male	1/14/20 00	7838326 562	pushpender.22327@ggnindia.dronacharya.info	pushpenderrathore140il.com
DCE , GG N	2233 8	Suraj Kumar Kabirath	Male	6/26/20 00	8448965 970	suraj.22338@ggnindia.dronacharya.info	surajkabirath01@gmail.com
DCE , GG N	2234 1	Vaibhav	Male	5/14/20 02	7027381 308	Vaibhav.22341@ggnindia.Dronacharya.info	Vaibhavchuan94162@gmail.com

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Vaibhavchuan94162@gmail.com

DCE , GG N	2234 5	Vivek Kumar	Male	1/22/20 00	9818495 874	vivek.22345@ggnindia.dronacharya.info	vivekkumar77669@gmail.com
DCE , GG N	2237 1	Abhishek Pandey	Male	12/27/20 00	9582913 764	abhishek.22371@ggnindia.dronacharya.info	pandeyabhishek7613@gmail.com
DCE , GG N	2237 3	Akriti sinha	Female	11/30/20 01	8700944 620	akriti.22373@ggnindia.dronacharya.info	akritisinha2001@gmail.com
DCE , GG N	2237 7	Bharat Sharma	Male	10/22/20 01	9350240 293	bharat.22377@ggnindia.dronacharya.info	bkkumar7015974487@gmail.com
DCE , GG N	2238 5	Kartik garg	Male	8/16/20 01	8810480 964	kartik.22384@ggnindia.dronacharya.info	kartikgarg0124@gmail.com
DCE , GG N	2239 0	Navneet Raj	Male	3/28/20 01	9899518 859	navneet.22390@ggnindia.dronacharya.info	navneet.22390@ggnindianacharya.info
DCE , GG N	2239 6	Saksham Choudhary	Male	3/19/20 01	8826285 200	saksham.22396@ggnindia.dronacharya.info	sakshamn2001@gmail.com
DCE , GG N	2239 8	Sarthak Agarwal	Male	4/8/200 2	7015031 274	sarthak.22398@ggnindia.dronacharya.info	sarthak7015@gmail.com
DCE , GG N	2240 2	Shruti Sharma	Female	5/6/200 1	9.19911 E+11	shruti.22402@ggnindia.dronacharya.info	shrutijangid5601@gmail.com
DCE , GG N	2240 3	Simran Grover	Female	3/26/20 01	7011025 798	simran.22403@ggnindia.dronacharya.info	simrangrover0026@gmail.com
DCE , GG N	2240 5	Vikas Nayak	Male	11/17/20 00	9205082 746	vikas.22405@ggnindia.dronacharya.info	vikasnayak8232195@gmail.com
DCE , GG N	2240 7	Yash Sharma	Male	10/10/20 02	8368983 613	yash.22407@ggnindia.dronacharya.info	yashaggrishwaal@gmail.com

DCE , GG N	2264 3	Ankit Prajapati	Male	11/28/2 001	9599693 147	ankit.22643@ggnindia.dronacharya.info	ankitkp028@gmail.com
DCE , GG N	2264 4	Anshuman kumar	Male	5/31/20 01	7982598 948	anshuman.22644@ggnindia.dronacharya.info	anshuman.22644@ggnindia.dronacharya.info
DCE , GG N	2264 5	Anubhuti Prasad	Female	7/12/20 01	7217891 866	anubhuti.22645@ggnindia.dronacharya.info	anubhutiprasad476@gmail.com
DCE , GG N	2264 7	Bhavesh	Male	4/14/20 22	9350221 394	bhavesh.22647@ggnindia.dronacharya.info	bhavesharora127@gmail.com
DCE , GG N	2265 1	Deepanshu pant	Male	3/14/20 02	8700496 837	deepanshu.22651@ggnindia.dronacharya.info	deepanshu.pant14@gmail.com
DCE , GG N	2265 3	Devanshi Mishra	Female	3/27/20 02	7827449 232	devanshi.22653@ggnindia.dronacharya.info	mishradevu2704@gmail.com
DCE , GG N	2265 4	Divya Sharma	Female	1/15/20 02	8178440 943	divya.22654@ggnindia.dronacharya.info	ds.divya1502@gmail.com
DCE , GG N	2265 6	Harshit Kumar	Male	12/31/2 001	7056520 533	harshit.22656@ggnindia.dronacharya.info	harshitkumar7056@gmail.com
DCE , GG N	2266 4	Manav Yadav	Male	10/13/2 001	8851722 559	manav.22664@ggnindia.dronacharya.info	manavyadavwork@gmail.com
DCE , GG N	2266 5	Mehul Sharma	Male	12/28/2 000	9871856 569	mehul.22665@ggnindia.dronacharya.info	mehulsharma840@gmail.com
DCE , GG N	2267 2	Prerna Mishra	Female	9/1/200 0	9821830 727	Prerna.22672@ggnindia.dronacharya.info	Prerna802@gmail.com

DCE , GG N	2267 4	Rahul kumar	Male	11/6/20 01	9351139 647	rahul.22674@ggnindia.dronacharya.info	rahulkumarutu@gmail.com
DCE , GG N	2267 6	Raman	Male	8/1/199 9	8683815 829	ramandagar478@gmail.com	ramandagar478@gmail.com
DCE , GG N	2267 7	Riya Verma	Fem ale	2/12/20 01	9540985 727	vermariya1202@gmail.com	vermariya1202@gmail.com
DCE , GG N	2267 8	Rupesh yadav	Male	5/2/200 1	8700939 723	rupesh.22678@ggnindia.dronacharya.info	Rupeshydv0@gmail.com
DCE , GG N	2268 1	Sameer kumar	Male	9/26/20 00	8877478 057	sameer.22681@ggnindia.dronacharya.info	chetan2692000@gmail.com
DCE , GG N	2268 2	Sandeep Saini	Male	1/4/200 0	8930693 042	sandeep.22682@ggnindia.dronacharya.info	sandeep.22682@ggnirnacharya.info
DCE , GG N	2268 6	Vishal	Male	5/8/200 1	9588553 372	vishal.22686@ggnindia.dronacharya.info	vishalmehta0009@gmail.com
DCE , GG N	2268 7	Vridhi Jain	Fem ale	12/5/20 01	9780743 763	vridhi.22687@ggnindia.dronacharya.info	jvridhi0512@gmail.com
DCE , GG N	2268 8	Yash Pannu	Male	5/14/20 01	8527787 647	yash.22688@ggnindia.dronacharya.info	ypannu79@gmail.com
DCE , GG N	2268 9	Yash sharma	Male	10/12/1 999	8800411 349	syash7399@gmail.com	syash7399@gmail.com
DCE , GG N	2290 2	Chirag	Male	5/10/20 02	8168938 167	Chirag.22902@ggnindia.dronacharya.info	Chiragsethi503@gmail.com
DCE , GG N	2290 3	Keshav Jangra	Male	9/23/20 00	9205634 282	keshav.22903@ggnindia.dronacharya.info	jangrakeshav765@gmail.com

DCE , GG N	2290 4	Rahul Singh	Male	5/21/20 00	8368690 748	rahu.singh154321@gmail.com	rahu.singh154321@gm
DCE , GG N	2290 6	Deepank ar Sharma	Male	12/7/20 00	9.196E+ 11	deepankar.22906@ggnindia.dronacharya.info	sharmadeepankar0712.com
DCE , GG N	2290 9	Abhishe k Kumar	Male	10/16/1 998	9818630 972	abhishek.22909@ggnindia.dronacharya.info	abhi.abhishek1016@gm
DCE , GG N	2291 1	Shivam Negi	Male	11/4/20 00	8383867 437	roxx04shivam@gmail.com	roxx04shivam@gma
DCE , GG N	2291 2	Vivek Kumar	Male	8/9/199 9	8527739 541	Vivek.22912@ggnindia.dronacharya.info	Viveksungh3889@gm
DCE , GG N	2291 4	CHIRA G VERM A	Male	3/30/20 01	8882363 158	chirag.22914@ggnindia.dronacharya.info	chiragv371@gmail
DCE , GG N	2291 5	Sunit Kumar Panda	Male	1/7/199 9	9717506 142	sunitmiki@gmail.com	sunitmiki@gmail.c
DCE , GG N	2291 6	Rakesh Kumar mahana	Male	6/23/19 97	9.19058 E+11	rakesh15407@gmail.com	rakesh15407@gmail
DCE , GG N	2291 8	Nanak	Male	10/3/20 00	9818686 683	nanak.22918@ggnindia.dronacharya.info	mtanwar363392@gma
DCE , GG N	2292 0	Anmol Kumar	Male	8/24/20 01	7503968 466	anmol.22920@ggnindia.dronacharya.info	anmolkumar37380@gm
DCE , GG N	2292 4	Pawan kumar	Male	8/31/20 00	9205703 255	pk1949819@gmail.com Principal Dronacharya College of Engg. Farrukh Nagar - 128406	pk1949819@gmail

DCE GG N	2292 7	Deepak Kataria	Male	9/14/20 00	7701942 019	deepak.22927@ggnindia.dronacharya.info	katariad2018@gmail.com
DCE GG N	2295 4	Mohit Kumar	Male	8/30/20 00	9306375 106	Mohit.22954@ggnindia.dronacharya.info	mk2066682@gmail.com
DCE GG N	2295 7	Ritesh Nehra	Male	9/23/19 98	9991847 770	ritesh.22957@ggnindia.dronacharya.info	Riteshnehra98@gmail.com

Regards
Richa Jaiswal

From: TPO [mailto:tpo@gnindia.dronacharya.info]
Sent: Monday, May 30, 2022 3:06 PM
To: 'TPO'
Cc: 'Director'; 'principal@ggnindia.dronacharya.info'
Subject: FW: Regarding Job Opening at NetProphets Cyberworks || Batch 2023

Dear Ma'am,

Greetings!!

Job Opening at NetProphets Cyberworks for 2023 Batch

Interested candidates kindly apply for this opportunity by tomorrow i.e. 31st May, 2022 by 5 PM

Registration Link: <https://forms.gle/UJMPJe7AUdYGXi3S8>

Profile 1 - Business Analyst (Fresher)

Job Description:

- Proactively communicate and collaborate with business teams to analyze information and functional requirements.
- Receive training and perform duties in several delivery departments
- Observe experienced workers to acquire knowledge of methods, procedures, and standards required for the performance of duties
- Assist the business in identifying ways to maximize operational efficiencies, quality, and compliance
- Ability to solve problems, develop alternative approaches to problems, and resolve
- Take ownership and initiative, ensuring accuracy and quality in all deliverables

Education:

UG : Any Stream
MBA/PGDM in Any Specialization

Profile 2 - Digital Marketing Trainee

Roles and Responsibilities

- Assist in the formulation of strategies to build a lasting digital connection with consumers
- Plan and monitor the ongoing company presence on social media (Twitter, Facebook etc.)
- Be actively involved in SEO efforts (keyword, image optimization etc.)
- Prepare online newsletters and promotional emails and organize their distribution through various channels
- Write content for marketing and website
- Collaborate with designers to improve user experience
- Measure performance of digital marketing efforts using a variety of Web analytics tools (Google Analytics)
- Acquire insight in online marketing trends and keep strategies up-to-date

Desired Candidate Profile


- Skills and experience in creative content writing (**Important**)
- Fair understanding of digital marketing concepts and best practices
- Working knowledge of Internet and SAAS tools like Google Sheets, Google Slides, etc
- Exposure to SEO concepts
- Exposure to web analytics tools (e.g. Google Analytics, NetInsight, WebTrends etc.)
- Analytical mindset and critical thinking
- Excellent communication and interpersonal skills

Education UG : Any Stream / MBA/PGDM in Any Specialization

Profile 3 - Software Engineer Testing Trainee

Roles & Responsibilities:

- Manual Testing with detailed STLC methods.
- Preparation of test plans, test cases, check lists and execution, bug tracking reporting.
- Ability to write test cases and test scenario, test suites, run and generate test reports.
- Should able to Perform all aspects of verification, including functional, regression ,system testing, Accessibility Testing and Usability Testing.
- Should have knowledge of bug life cycle.
- Strong Knowledge in SQL queries.
- Should have good analytical skills.
- Should have good coordination with the team.


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Farukh Nagar - 125006

- Should have knowledge in any bug tracking tool

Profile 4 - UI /UX Designer - Trainee

Roles & Responsibilities:

- Creating user-centered designs by understanding business requirements and user feedback
- Creating user flows, layout, designs, wireframes and prototypes
- Translating requirements into style guides, design systems, design patterns and attractive user interfaces
- Proficient in Adobe Creative Suite (specifically Illustrator, In design and Photoshop)
- Proficient in prototyping tools such as Figma, XD, PSD, Invision app, Marvel
- Designing UI elements such as input controls, navigational components and informational components
- Creating original graphic designs (e.g. images, sketches and tables)
- Identifying and troubleshooting UX problems (e.g. responsiveness)

Profile 5 - SQL Database Administrator - Trainee

Roles & Responsibilities:

Candidate should have-
 Strong MS SQL knowledge
 Good SQL server, scheduling jobs knowledge
 SQL server troubleshooting knowledge

Additional Information

Industry: IT- Software / Software Services
 Functional Area: IT Software - DBA , Data Warehousing
 Role Category: Admin/ Maintenance/ Security/ Data Warehousing
 Role: DBA

Desired Candidate Profile:

Strong fundamentals in Algorithms, OOPs and Data Structure
 Ability to hustle
 Analytical Thinking

Profile 6 - IT Support Engineer- Trainee

Roles & Responsibilities:

- Installing and maintaining operating environments.
- Monitoring these operating environments.
- Responding effectively and speedily to any problems.
- Maintaining a professional demeanor with clients and colleagues.


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 Dronacharya College of Engg.
 Farrukh Nagar - 123306

- Providing training and support.
- Ensuring operating environments stay safe and secure.
- Updating any software and hardware where necessary.
- Documenting all reported malfunctions and actions taken in response
- Must know how to use database systems management software, enterprise resource planning software, and web platform development software.

About NetProphets Cyberworks:

NetProphets Cyberworks, founded in the year 2000, is a CMMi level3, ISO 27001:2013, ISO 9001:2015 and PCI-DSS certified company, offering integrated business solutions. Our mission is to be a value-centric, integrated services firm on a global stage. We offer a full service consulting and development base, with focus on Data Warehousing and Data Intelligence, and Custom Application services. Our client list comprises a roster of blue-chip Indian and International clients.

Our offices are situated in Delhi & Noida.

For more details please visit <http://www.netprophetsglobal.com>

Location : Noida

Eligibility: B.Tech (CS, IT & ECE/ ME / Civil / MBA)

Offered CTC: 3, 00,000

Post the training period i.e. 1 year, the CTC will be 3,60,000

Please note: Selected candidates will be under probation for 6 months and training period for 1 year & they need to sign a service agreement of 2 years.

Interview process

Level 1- Coderbyte Assessment.

Level 2- In-person Interview (Technical)

Level 2- In-person Interview (Managerial)

From: TPO [mailto:tpo@ggnindia.dronacharya.info]

Sent: Friday, May 13, 2022 2:28 PM

To: 'TPO'

Cc: 'Director Director'; 'principal@ggnindia.dronacharya.info'

Subject: FW: Regarding Job Opening at NetProphets Cyberworks || Batch 2023

Dear Ma'am,

Greetings!!

Kindly ignore the previous mail!!


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125506

This in regards to Job opening at **NetProphets Cyberworks for 2023 Batch**

Interested candidates kindly apply for this opportunity by today itself by 11PM

Registration Link: <https://forms.gle/wrnDhv4HK38f3oMG8>

About NetProphets Cyberworks:

NetProphets Cyberworks, founded in the year 2000, is a CMMi level3, ISO 27001:2013, ISO 9001:2015 and PCI-DSS certified company, offering integrated business solutions. Our mission is to be a value-centric, integrated services firm on a global stage. We offer a full service consulting and development base, with focus on Data Warehousing and Data Intelligence, and Custom Application services. Our client list comprises a roster of blue-chip Indian and International clients.

Our offices are situated in Delhi & Noida.

For more details please visit <http://www.netprophetsglobal.com>

Technology Capabilities

- Ø Microsoft .Net
- Ø Java
- Ø PHP
- Ø Mobile – Android, iPhone, Windows, Blackberry
- Ø MS SQL Server
- Ø My SQL
- Ø Oracle
- Ø Data warehousing – SSIS, SSAS
- Ø Popular CMS Platforms on .Net, Java and PHP
- Ø Popular eCom platform

Job Title : Software Engineer - Trainees

Location : Noida

Eligibility: B.Tech (CS,IT & ECE)

Offered CTC : 3,00,000

Post the training period i.e. 1 year, the CTC will be 3,60,000

Please note: Selected candidates will be under probation for 6 months and training period for 1 year & they need to sign a service agreement of 2 years.

Interview process

Level 1- Coderbyte Assessment.

Level 2- In-person Interview (Technical)


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Farrukh Nagar - 125306

Level 2- In-person Interview (Managerial)

Required Skills:

- Ability to program in at least one programming language such as Java, C, C++, PHP, Dot Net etc.
- In-depth knowledge of programming concepts.
- Excellent understanding of programming principles.
- Excellent logical & Analytical skills
- A team player with good communication skills
- Great attention to detail

Overall, below are the behavioral capabilities that we look for:

1. **Passionate, Self-Motivated and Problem Solvers** :We look for a strong desire to learn. A passion for technology & willingness to work hard .
2. **Work well with others and thrive in a competitive team environment** : We strongly believe that - great teams are about personalities, not just skills.
3. **Understand the landscape**: Great candidates have an idea of what's happening in the tech industry, trends of the changing landscape and have the urge of learning new things.
4. **Know where you want to go and strive for continual improvement** :Most valuable candidates think outside the box and have a vision beyond the role that they are applying for and present skill sets. This vision extends to where they want to grow professionally.
5. **Demonstrates Innovation and Curiosity** :We look for people who ask questions, enjoy researching and who are big picture thinkers along with the ability to add value with innovation and practical solutions.

Thanks & Regards,
Richa Jaiswal

From: TPO [mailto:tpo@gnindia.dronacharya.info]
Sent: Friday, May 13, 2022 2:20 PM
To: 'TPO'
Cc: 'Director Director'; 'principal@ggnindia.dronacharya.info'
Subject: Regarding Job Opening at NetProphets Cyberworks || Batch 2023

Dear Ma'am,

Greetings!!


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125006

This in regards to Job opening at **NetProphets Cyberworks for 2023 Batch**

Unplaced Interested candidates kindly apply for this opportunity by today itself by 11PM

Registration Link: <https://forms.gle/wrnDhv4HK38f3oMG8>

About NetProphets Cyberworks:

NetProphets Cyberworks, founded in the year 2000, is a CMMi level3, ISO 27001:2013, ISO 9001:2015 and PCI-DSS certified company, offering integrated business solutions. Our mission is to be a value-centric, integrated services firm on a global stage. We offer a full service consulting and development base, with focus on Data Warehousing and Data Intelligence, and Custom Application services. Our client list comprises a roster of blue-chip Indian and International clients.

Our offices are situated in Delhi & Noida.

For more details please visit <http://www.netprophetsglobal.com>

Technology Capabilities

- Ø Microsoft .Net
- Ø Java
- Ø PHP
- Ø Mobile – Android, iPhone, Windows, Blackberry
- Ø MS SQL Server
- Ø My SQL
- Ø Oracle
- Ø Data warehousing – SSIS, SSAS
- Ø Popular CMS Platforms on .Net, Java and PHP
- Ø Popular eCom platform

Job Title : Software Engineer - Trainees

Location : Noida

Eligibility: B.Tech (CS,IT & ECE)

Offered CTC : 3,00,000

Post the training period i.e. 1 year, the CTC will be 3,60,000

Please note: Selected candidates will be under probation for 6 months and training period for 1 year & they need to sign a service agreement of 2 years.

Interview process

Level 1- Coderbyte Assessment.

Level 2- In-person Interview (Technical)

Level 2- In-person Interview (Managerial)

Required Skills:


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Farrukh Nagar - 123008

- Ability to program in at least one programming language such as Java, C, C++, PHP, Dot Net etc.
- In-depth knowledge of programming concepts.
- Excellent understanding of programming principles.
- Excellent logical & Analytical skills
- A team player with good communication skills
- Great attention to detail

Overall, below are the behavioral capabilities that we look for:

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4. **Know where you want to go and strive for continual improvement** :Most valuable candidates think outside the box and have a vision beyond the role that they are applying for and present skill sets. This vision extends to where they want to grow professionally.
5. **Demonstrates Innovation and Curiosity** :We look for people who ask questions, enjoy researching and who are big picture thinkers along with the ability to add value with innovation and practical solutions.

Thanks & Regards,

Richa Jaiswal

Training & Placement Officer,

Dronacharya Group of Institutions.

Phone: 0120- 2322022

Extension: 227

Mobile: 8960322672, 9910380105

E-mail: tpo@gnindia.dronacharya.info

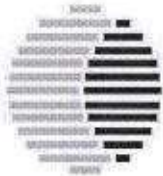
Website: www.dronacharya.info

Address: 27, Knowledge Park III – Greater Noida – 201 306 (U.P)



A Clean Environment is a Safe Environment.

Principal
Dronacharya College of Engg.
Farrukh Nagar - 125008



**NetProphets
Cyberworks**

NetProphets Cyberworks Pvt. Ltd.
Technopolis 6th Floor, C-56A /12, Sector 62,
Noida - 201301 U.P. India
+91 120 478 4999 www.npglobal.in

26th July, 2022

Nitesh Saini
Dronacharya Group
Of Institutions,
Greater Noida

Dear Mr. Saini

Subject: Offer of Employment with NetProphets.

We are pleased to offer you an employment as **Software Engineer-Trainee** at NetProphets Cyberworks Private Limited. Your initial posting shall be at our Noida, Sector 62 Location. However, based on the work requirements, you may be posted at any of the NetProphets or at its client work locations, India or abroad. Your joining date would be on **9th Jan 2023**.

- Your annual Cost to Company (CTC) shall be **INR 3,00,000**, The CTC includes Company's contribution towards PF and Medical Insurance. The breakup of your salary structure is attached at **Annexure 1**.
- You would be on a training period for one year. You shall be confirmed as Software Engineer on successful completion of training. On confirmation, your CTC shall be **INR 3,60,000**.
- This offer of appointment is subject to the successful completion of your B. tech degree course prior to due joining date.

In order to verify the information about your qualifications, experience & personal details, please provide the supporting documents, on the day of joining, as per details mentioned in **Annexure 2**.

Appointment letter shall be issued to you upon joining the company which will state the detailed terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

- a) You would be on probation period for six months and would be confirmed after that on the basis of overall performance.
- b) You shall be following normal business hours as per the Company's Working Hour Guideline. Some specified roles may also require shift working outside of normal working hours in order to fall into linewith business requirements/exigencies from time to time. While working on onsite projects working hours and notified holidays of the client location will apply.
- c) In the event of your deciding to leave NetProphets, you shall be required to serve two months' notice period.
- d) You will fall into the normal appraisal cycle of NetProphets, which is currently July of every year.
- e) You shall have to sign a Non-Disclosure Agreement (NDA) at the time of joining.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123006

- f) Your appointment is contingent upon successful completion of a background check. We reserve the right to end our employment agreement with you should the results of your background investigation not be successful.
- g) Unless extended in writing by NetProphets, this offer of employment is valid only up to the given joining date.

On your day of joining, you are requested to report at our office situated at **C-56 A/12, 6th floor, Sec 62, Noida-20130** at **10:30 am** and contact **Ms. Lydia George**, Mob No- 9971129635.

We are all looking forward to having you on our team & an exciting journey together.

For NetProphets Cyberworks Private Limited

Ramesh Malhotra
(Chief Operating Officer)

OFFER ACCEPTANCE & DECLARATION


I have read and understood the above terms and conditions of the above-mentioned offer letter and I hereby confirm the acceptance of the same. I will be reporting for duty on **9th Jan, 23**.

Date: _____

Signature: _____

(Nitesh Saini)

**This is a computer-generated document hence 'No signature' is required*


Principal
Dronacharya College of Engg.
Farrukh Nagar - 128506

Annexure-I

Salary – Structure

Employee Name		Nitesh Saini	
Designation		Software Engineer-Trainee	
A. PARTICULARS			
		Monthly	Annual
1.1	Basic Pay	10,000	1,20,000
1.2	House Rent Allowance	5,000	60,000
1.3	Leave Travel Assistance	1,042	12,500
1.4	Conveyance Allowance	1,600	19,200
1.5	Medical Allowance	1,500	18,000
1.6	Special Allowance	2,687	32,248
Total		21,829	2,61,948
B. DEDUCTIONS			
2.1	Employee Provident Fund	1,800	21,600
2.2	Medical Insurance	350	4,200
2.3	Income Tax*	As per IT Act	
Total Deductions (Excluding Income Tax)		2,150	25,800
Net Pay (Before income Tax)		19,679	2,36,148
C. BENEFITS			
3.1	Employer Provident Fund	1,800	21,600
3.2	Medical Insurance – Company Contribution	300	3,600
3.3	Gratuity**	481	5,772
3.4	Life Cover Insurance	590	7,080
Total Benefits		3,171	38,052
Total Pay Package(A+B+C)		25,000	3,00,000
<p>*Income Tax-As per the IT Act ** Gratuity as per the Payment of Gratuity Act.</p>			


Principal
Dronacharya College of Engineering
Farrukh Nagar - 125006

As part of the joining, please get the following documents:

- 1) Latest passport size photographs- 4.
- 2) PAN card (Mandatory). In case of non-availability of PAN, photocopy of application.
- 3) Aadhar Card (Mandatory).
- 4) Proof of Residence.
- 5) Educational degrees and certificates.


Principal
Dronacharya College of Engg.
Farukh Nagar - 129003



**NetProphets
Cyberworks**

NetProphets Cyberworks Pvt. Ltd.
Technopolis 6th Floor, C-56A /12, Sector 62,
Noida - 201301 U.P. India
+91 120 478 4999 www.npglobal.in

26th July, 2022

Raj Verma
Dronacharya Group
Of Institutions,
Greater Noida.

Dear Mr. Verma

Subject: Offer of Employment with NetProphets.

We are pleased to offer you an employment as **Software Engineer-Trainee** at NetProphets Cyberworks Private Limited. Your initial posting shall be at our Noida, Sector 62 Location. However, based on the work requirements, you may be posted at any of the NetProphets or at its client work locations, India or abroad. Your joining date would be on **9th Jan, 2023**.

- Your annual Cost to Company (CTC) shall be **INR 3,00,000**, The CTC includes Company's contribution towards PF and Medical Insurance. The breakup of your salary structure is attached at **Annexure 1**.
- You would be on a training period for one year. You shall be confirmed as Software Engineer on successful completion of training. On confirmation, your CTC shall be **INR 3,60,000**.
- This offer of appointment is subject to the successful completion of your B. tech degree course prior to due joining date.

In order to verify the information about your qualifications, experience & personal details, please provide the supporting documents, on the day of joining, as per details mentioned in **Annexure 2**.

Appointment letter shall be issued to you upon joining the company which will state the detailed terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

- a) You would be on probation period for six months and would be confirmed after that on the basis of overall performance.
- b) You shall be following normal business hours as per the Company's Working Hour Guideline. Some specified roles may also require shift working outside of normal working hours in order to fall into linewith business requirements/exigencies from time to time. While working on onsite projects working hours and notified holidays of the client location will apply.
- c) In the event of your deciding to leave NetProphets, you shall be required to serve two months' notice period.
- d) You will fall into the normal appraisal cycle of NetProphets, which is currently July of every year.
- e) You shall have to sign a Non-Disclosure Agreement (NDA) at the time of joining.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 128508

- f) Your appointment is contingent upon successful completion of a background check. We reserve the right to end our employment agreement with you should the results of your background investigation not be successful.
- g) Unless extended in writing by NetProphets, this offer of employment is valid only up to the given joining date.

On your day of joining, you are requested to report at our office situated at **C-56 A/12, 6th floor, Sec 62, Noida-20130** at **10:30 am** and contact **Ms. Lydia George**, Mob No- 9971129635.

We are all looking forward to having you on our team & an exciting journey together.

For NetProphets Cyberworks Private Limited

Ramesh Malhotra
(Chief Operating Officer)

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above-mentioned offer letter and I hereby confirm the acceptance of the same. I will be reporting for duty on **9th Jan, 23**.

Date: _____

Signature: _____

(Raj Verma)



**This is a computer-generated document hence 'No signature' is required*


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123008

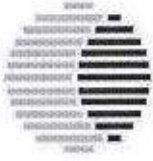
Salary – Structure

Employee Name		Raj Verma	
Designation		Software Engineer-Trainee	
A.PARTICULARS			
		Monthly	Annual
1.1	Basic Pay	10,000	1,20,000
1.2	House Rent Allowance	5,000	60,000
1.3	Leave Travel Assistance	1,042	12,500
1.4	Conveyance Allowance	1,600	19,200
1.5	Medical Allowance	1,500	18,000
1.6	Special Allowance	2,687	32,248
Total		21,829	2,61,948
B.DEDUCTIONS			
2.1	Employee Provident Fund	1,800	21,600
2.2	Medical Insurance	350	4,200
2.3	Income Tax*	As per IT Act	
Total Deductions (Excluding Income Tax)		2,150	25,800
Net Pay (Before income Tax)		19,679	2,36,148
C.BENEFITS			
3.1	Employer Provident Fund	1,800	21,600
3.2	Medical Insurance – Company Contribution	300	3,600
3.3	Gratuity**	481	5,772
3.4	Life Cover Insurance	590	7,080
Total Benefits		3,171	38,052
Total Pay Package(A+B+C)		25,000	3,00,000
<p>*Income Tax-As per the IT Act ** Gratuity as per the Payment of Gratuity Act.</p> <p style="text-align: right;">Principal Dronacharya College of Engg. Farukh Nagar - 125006</p>			

As part of the joining, please get the following documents:

- 1) Latest passport size photographs- 4.
- 2) PAN card (Mandatory). In case of non-availability of PAN, photocopy of application.
- 3) Aadhar Card (Mandatory).
- 4) Proof of Residence.
- 5) Educational degrees and certificates.


Principal
Dronacharya College of Engg.
Farukh Nagar - 126006



**NetProphets
Cyberworks**

NetProphets Cyberworks Pvt. Ltd.
Technopolis 6th Floor, C-56A /12, Sector 62,
Noida - 201301 U.P. India
+91 120 478 4998 www.npglobal.in

26th July, 2022

Mr. Abhay Tiwari
Dronacharya Group of
Institutions, Greater Noida

Dear Mr. Tiwari,

Subject: Offer of Employment with NetProphets.

We are pleased to offer you an employment as **Software Engineer-Trainee** at NetProphets Cyberworks Private Limited. Your initial posting shall be at our Noida, Sector 62 Location. However, based on the work requirements, you may be posted at any of the NetProphets or at its client work locations, India or abroad. Your joining date would be on **9th January 2023**.

- Your annual Cost to Company (CTC) shall be **INR 3,00,000**, The CTC includes Company's contribution towards PF and Medical Insurance. The breakup of your salary structure is attached at **Annexure 1**.
- You would be on a training period for one year. You shall be confirmed as **Software Engineer** on successful completion of training. On confirmation, your CTC shall be **INR 3,60,000**.
- This offer of appointment is subject to the successful completion of your **B. tech degree course** prior to due joining date.

In order to verify the information about your qualifications, experience & personal details, please provide the supporting documents, on the day of joining, as per details mentioned in **Annexure 2**.

Appointment letter shall be issued to you upon joining the company which will state the detailed terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

- a) You would be on probation period for six months and would be confirmed after that on the basis of overall performance.
- b) You shall be following normal business hours as per the Company's Working Hour Guideline. Some specified roles may also require shift working outside of normal working hours in order to fall intoline with business requirements/exigencies from time to time. While working on onsite projects working hours and notified holidays of the client location will apply.
- c) In the event of your deciding to leave NetProphets, you shall be required to serve two months' notice period.
- d) You will fall into the normal appraisal cycle of NetProphets, which is currently July of every year.
- e) You shall have to sign a Non-Disclosure Agreement (NDA) at the time of joining.

Principal
Dronacharya College of Engg.
Farrukh Nagar - 182005



- f) Your appointment is contingent upon successful completion of a background check. We reserve the right to end our employment agreement with you should the results of your background investigation not be successful.

- g) Unless extended in writing by NetProphets, this offer of employment is valid only up to the given joining date.

On your day of joining, you are requested to report at our office situated at **C-56 A/12, 6th floor, Sec 62, Noida-20130** at **10:30 am** and contact **Mrs. Shobhana Bansal, Mob No- 9582106208**

We are all looking forward to having you on our team & an exciting journey together.

For NetProphets Cyberworks Private Limited

Ramesh Malhotra
(Chief Operating Officer)

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above-mentioned offer letter and I hereby confirm the acceptance of the same. I will be reporting for duty on **9th January 2023**.

Date: _____

Signature:

(Abhay Tiwari)

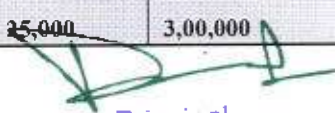
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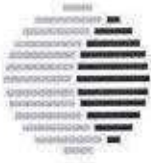

Principal
Dronacharya Collage of Engg.
Farrukh Nagar * 122004



Annexure-I

Salary – Structure

Employee Name		Abhay Tiwari	
Designation		Software Engineer-Trainee	
A. PARTICULARS		Monthly	Annual
1.1	Basic Pay	10,000	1,20,000
1.2	House Rent Allowance	5,000	60,000
1.3	Leave Travel Assistance	1,042	12,500
1.4	Conveyance Allowance	1,600	19,200
1.5	Medical Allowance	1,500	18,000
1.6	Special Allowance	2,687	32,248
Total		21,829	2,61,948
B. DEDUCTIONS			
2.1	Employee Provident Fund	1,800	21,600
2.2	Medical Insurance	350	4,200
2.3	Income Tax*		As per IT Act
Total Deductions (Excluding Income Tax)		2,150	25,800
Net Pay (Before income Tax)		19,679	2,36,148
C. BENEFITS			
3.1	Employer Provident Fund	1,800	21,600
3.2	Medical Insurance - Company Contribution	300	3,600
3.3	Gratuity**	481	5,772
3.4	Life Cover Insurance	590	7,080
Total Benefits		3,171	38,052
Total Pay Package (A+B+C)		25,000	3,00,000
*Income Tax- As per the IT Act ** Gratuity as per the Payment of Gratuity Act.		 Principal Dronacharya College of Engg. Farrukh Nagar - 124604	



**NetProphets
Cyberworks**



NetProphets Cyberworks Pvt. Ltd.
Technopolis 6th Floor, C-56A /12, Sector 62,
Noida- 201301 U.P, India



+91-120-478-4999



www.npglobal.in

Annexure -2

As part of the joining, please get the following documents:

- 1) Latest passport size photographs- 4.
- 2) PAN card (Mandatory). In case of non-availability of PAN, photocopy of application.
- 3) Aadhar Card (Mandatory).
- 4) Proof of Residence.
- 5) Educational degrees and certificates.


Principal
Dronacharya Institute of Technology
Farukh Nagar - 122607



26th July, 2022

Mr. Ashu Kumar Singh,
Dronacharya Group of
Institutions, Greater
Noida.

Dear Mr. Singh,

Subject: Offer of Employment with NetProphets.


We are pleased to offer you an employment as **Software Engineer-Trainee** at NetProphets Cyberworks Private Limited. Your initial posting shall be at our Noida, Sector 62 Location. However, based on the work requirements, you may be posted at any of the NetProphets or at its client work locations, India or abroad. Your joining date would be on **9th Jan, 23**.

- Your annual Cost to Company (CTC) shall be **INR 3,00,000**, The CTC includes Company's contribution towards PF and Medical Insurance. The breakup of your salary structure is attached at **Annexure 1**.
- You would be on a training period for one year. You shall be confirmed as Software Engineer on successful completion of training. On confirmation, your CTC shall be **INR 3,60,000**.
- This offer of appointment is subject to the successful completion of your B. tech degree course prior to due joining date.

In order to verify the information about your qualifications, experience & personal details, please provide the supporting documents, on the day of joining, as per details mentioned in **Annexure 2**.

Appointment letter shall be issued to you upon joining the company which will state the detailed terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

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- b) You shall be following normal business hours as per the Company's Working Hour Guideline. Some specified roles may also require shift working outside of normal working hours in order to fall into line with business requirements/exigencies from time to time. While working on onsite projects working hours and notified holidays of the client location will apply.
- c) In the event of your deciding to leave NetProphets, you shall be required to serve two months' notice period.
- d) You will fall into the normal appraisal cycle of NetProphets, which is currently July of every year.
- e) You shall have to sign a Non-Disclosure Agreement (NDA) at the time of joining.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 121008



- f) Your appointment is contingent upon successful completion of a background check. We reserve the right to end our employment agreement with you should the results of your background investigation not be successful.
- g) Unless extended in writing by NetProphets, this offer of employment is valid only up to the given joining date.

On your day of joining, you are requested to report at our office situated at **C-56 A/12, 6th floor, Sec 62, Noida-20130** at **10:30 am** and contact **Ms. Lydia George, Mob No- 9971129635**.

We are all looking forward to having you on our team & an exciting journey together.

For NetProphets Cyberworks Private Limited

Ramesh Malhotra
(Chief Operating Officer)

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above-mentioned offer letter and I hereby confirm the acceptance of the same. I will be reporting for duty on **9th Jan, 23**.

Date: _____

Signature:

(Ashu Kumar Singh)

**This is a computer-generated document hence 'No signature' is required*


Principal
Dronacharya College of Education
Farrukh Nagar * 125000



Annexure-I

Salary – Structure

Employee Name		Ashu Kumar Singh	
Designation		Software Engineer-Trainee	
A. PARTICULARS		Monthly	Annual
1.1	Basic Pay	10,000	1,20,000
1.2	House Rent Allowance	5,000	60,000
1.3	Leave Travel Assistance	1,042	12,500
1.4	Conveyance Allowance	1,600	19,200
1.5	Medical Allowance	1,500	18,000
1.6	Special Allowance	2,687	32,248
Total		21,829	2,61,948
B. DEDUCTIONS			
2.1	Employee Provident Fund	1,800	21,600
2.2	Medical Insurance	350	4,200
2.3	Income Tax*	As per IT Act	
Total Deductions (Excluding Income Tax)		2,150	25,800
Net Pay (Before income Tax)		19,679	2,36,148
C. BENEFITS			
3.1	Employer Provident Fund	1,800	21,600
3.2	Medical Insurance - Company Contribution	300	3,600
3.3	Gratuity**	481	5,772
3.4	Life Cover Insurance	590	7,080
Total Benefits		3,171	38,052
Total Pay Package (A+B+C)		25,000	3,00,000
*Income Tax- As per the IT Act		<p style="text-align: center;">Principal Dronacharya College of Engg. Farrukh Nagar - 123309</p>	
** Gratuity as per the Payment of Gratuity Act.			



**NetProphets
Cyberworks**

NetProphets Cyberworks Pvt. Ltd.
Technopolis 6th Floor, C-56A /12, Sector 62,
Noida - 201301 U.P, India

+91 120 478 4989  www.npglobal.in

Annexure -2

As part of the joining, please get the following documents:

- 1) Latest passport size photographs- 4.
- 2) PAN card (Mandatory). In case of non-availability of PAN, photocopy of application.
- 3) Aadhar Card (Mandatory).
- 4) Proof of Residence.
- 5) Educational degrees and certificates.

Principal
Dronacharya College of Engg.
Farukh Naeer - 183309



**NetProphets
Cyberworks**

NetProphets Cyberworks Pvt. Ltd.
Technopolis 6th Floor, C-56A /12, Sector 62,
Noida- 201301 U.P. India
+91 120 478 4999 www.npglobal.in

26th July, 2022

Mr. Mehul Sharma
Dronacharya Group of
Institutions, Greater Noida

Dear Mr. Sharma,

Subject: Offer of Employment with NetProphets.


We are pleased to offer you an employment as **Software Engineer-Trainee** at NetProphets Cyberworks Private Limited. Your initial posting shall be at our Noida, Sector 62 Location. However, based on the work requirements, you may be posted at any of the NetProphets or at its client work locations, India or abroad. Your joining date would be on **9th January 2023**.

- Your annual Cost to Company (CTC) shall be **INR 3,00,000**, The CTC includes Company's contribution towards PF and Medical Insurance. The breakup of your salary structure is attached at **Annexure 1**.
- You would be on a training period for one year. You shall be confirmed as Software Engineer on successful completion of training. On confirmation, your CTC shall be **INR 3,60,000**.
- This offer of appointment is subject to the successful completion of your B. tech degree course prior to due joining date.

In order to verify the information about your qualifications, experience & personal details, please provide the supporting documents, on the day of joining, as per details mentioned in **Annexure 2**.

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- c) In the event of your deciding to leave NetProphets, you shall be required to serve two months' notice period.
- d) You will fall into the normal appraisal cycle of NetProphets, which is currently July of every year.
- e) You shall have to sign a Non-Disclosure Agreement (NDA) at the time of joining.


Principal
Dronacharya College of Engg-
Farrukh Nagar - 123400



- f) Your appointment is contingent upon successful completion of a background check. We reserve the right to end our employment agreement with you should the results of your background investigation not be successful.
- g) Unless extended in writing by NetProphets, this offer of employment is valid only up to the given joining date.

On your day of joining, you are requested to report at our office situated at **C-56 A/12, 6th floor, Sec 62, Noida-20130** at **10:30 am** and contact **Mrs. Shobhana Bansal**, Mob No- 9582106208

We are all looking forward to having you on our team & an exciting journey together.

For NetProphets Cyberworks Private Limited

Ramesh Malhotra
(Chief Operating Officer)

OFFER ACCEPTANCE & DECLARATION

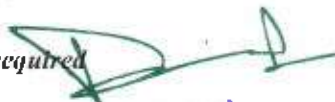
I have read and understood the above terms and conditions of the above-mentioned offer letter and I hereby confirm the acceptance of the same. I will be reporting for duty on **9th January 2023**.

Date: _____

Signature: _____

(Mehul Sharma)

**This is a computer-generated document hence 'No signature' is required*

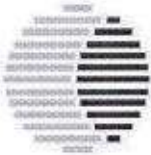

Principal
Dronacharya College of Engg.
Farrukh Nagar - 125006



Annexure-I

Salary – Structure

Employee Name		Mehul Sharma	
Designation		Software Engineer-Trainee	
A. PARTICULARS		Monthly	Annual
1.1	Basic Pay	10,000	1,20,000
1.2	House Rent Allowance	5,000	60,000
1.3	Leave Travel Assistance	1,042	12,500
1.4	Conveyance Allowance	1,600	19,200
1.5	Medical Allowance	1,500	18,000
1.6	Special Allowance	2,687	32,248
Total		21,829	2,61,948
B. DEDUCTIONS			
2.1	Employee Provident Fund	1,800	21,600
2.2	Medical Insurance	350	4,200
2.3	Income Tax*		As per IT Act
Total Deductions (Excluding Income Tax)		2,150	25,800
Net Pay (Before income Tax)		19,679	2,36,148
C. BENEFITS			
3.1	Employer Provident Fund	1,800	21,600
3.2	Medical Insurance - Company Contribution	300	3,600
3.3	Gratuity**	481	5,772
3.4	Life Cover Insurance	590	7,080
Total Benefits		3,171	38,052
Total Pay Package (A+B+C)		25,000	3,00,000
*Income Tax- As per the IT Act ** Gratuity as per the Payment of Gratuity Act.		<p style="text-align: center;">Principal Dronacharya Institute of Technology Farukh Naqvi - 186699</p>	



**NetProphets
Cyberworks**

NetProphets Cyberworks Pvt. Ltd.
Technopolis 6th Floor, C-56A /12, Sector 62,
Noida - 201301 U.P, India

+91 120 478 4999 www.npglobal.in

Annexure -2

As part of the joining, please get the following documents:

- 1) Latest passport size photographs- 4.
- 2) PAN card (Mandatory). In case of non-availability of PAN, photocopy of application.
- 3) Aadhar Card (Mandatory).
- 4) Proof of Residence.
- 5) Educational degrees and certificates.


Principal
Dronacharya College of Engg.
Farrukh Nagar • 121008

**NIFCO INDIA PRIVATE LIMITED**

CIN : U25203HR2010FTC040767
Plot No. : 122, Sector 08, IMT Manesar,
Gurugram- 122050 (Haryana) India
Ph No. : +91 124 4998 225 - 26
Fax No. : +91 124 4998 249
www.nifco.com

25th August 2022

To,
Mr. Himanshu,
S/o Shri Mukesh Kumar,
H No. 364/31, Laxman Vihar,
Sec-4, Gurugram. Haryana - 122001

Dear Mr. Himanshu,

Sub.: Offer Letter

It is our pleasure to extend the following offer of employment to you on behalf of Nifco India Pvt. Ltd., further to the interview and discussions you have had with us. You are expected to join duty on **08th Sep. 2022**.

You are appointed to the position of "**Trainee – Production Department**" and in this capacity; you will report directly to **Deputy Manager-Production Department**. Your starting monthly remuneration will be **Rs. 22,500/-** (Rupees Twenty-Two Thousand Five Hundred only). You will be on a Training period for **01 Year**.

You shall be liable for a weekly off in a week & your working hours shall be allotted as per company's working schedule.

After successful completion of the training and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability. You shall receive your payments on or before the **07th** of every month.

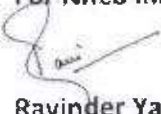
Offer stands canceled if we find any deviations in the information provided by you or if you fail to report to us on or before pre-decided date. Further we assume that you have not accepted this job offer if we do not hear from you before **27th August 2022**.


You will need to present all your original qualification documents, relieving documents, residence proof, experience certificate, Salary Slip, Govt. identity proof like Pan Card, Voter ID Card, and Passport etc. with a copy of each and seven passport size photographs, on the date of joining.

Kindly note that the appointment letter shall be issued to you after we complete the authentication activity of the testimonials submitted & the information furnished by you. Your appointment stands terminated if we find any non-compliance or deviation in the information & documents provided by you & the company shall take the relevant legal and disciplinary action against you.

We look forward to an enduring relationship with your-self.

For Nifco India Pvt. Ltd.,


Ravinder Yadav
Head-HR & Admin.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125004

**NIFCO INDIA PRIVATE LIMITED**

CIN : U25203HR2010FTC040767
Plot No. : 122, Sector 08, IMT Manesar,
Gurugram- 122050 (Haryana) India
Ph No. : +91 124 4998 225 - 26
Fax No. : +91 124 4998 249
www.nifco.com

25th August 2022

To,
Mr. Mohit Kumar,
S/o Shri Sohan Lal,
HSIL Colony, Quarter - New D -7,
Bahadurgarh, Haryana - 124507

Dear Mr. Mohit Kumar,

Sub.: Offer Letter

It is our pleasure to extend the following offer of employment to you on behalf of **Nifco India Pvt. Ltd.**, further to the interview and discussions you have had with us. You are expected to join duty on **08th Sep. 2022.**

You are appointed to the position of "Trainee – Production Department" and in this capacity; you will report directly to **Deputy Manager-Production Department**. Your starting monthly remuneration will be **Rs. 22,500/-** (Rupees Twenty-Two Thousand Five Hundred only). You will be on a Training period for **01 Year**.

You shall be liable for a weekly off in a week & your working hours shall be allotted as per company's working schedule.

After successful completion of the training and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability. You shall receive your payments on or before the **07th** of every month.


Offer stands canceled if we find any deviations in the information provided by you or if you fail to report to us on or before pre-decided date. Further we assume that you have not accepted this job offer if we do not hear from you before **27th August 2022.**


You will need to present all your original qualification documents, relieving documents, residence proof, experience certificate, Salary Slip, Govt. identity proof like Pan Card, Voter ID Card, and Passport etc. with a copy of each and seven passport size photographs, on the date of joining.

Kindly note that the appointment letter shall be issued to you after we complete the authentication activity of the testimonials submitted & the information furnished by you. Your appointment stands terminated if we find any non-compliance or deviation in the information & documents provided by you & the company shall take the relevant legal and disciplinary action against you.

We look forward to an enduring relationship with your-self.

For Nifco India Pvt. Ltd.,


Ravinder Yadav
Head-HR & Admin.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 126688



NIFCO INDIA PRIVATE LIMITED

CIN : U25203HR2010FTCO40767
Plot No. : 122, Sector 08, IMT Manesar,
Gurugram- 122050 (Haryana) India
Ph No. : +91 124 4998 225 - 26
Fax No. : +91 124 4998 249
www.nifco.com

25th August 2022

To,
Mr. Munikant Ranjan,
S/o Shri Shreekant Upadhyay
H.No. 144, Street – 6D/2, K- Block, Mahipalpur,
New Delhi - 110037

Dear Mr. Munikant Ranjan,

Sub.: Offer Letter

It is our pleasure to extend the following offer of employment to you on behalf of Nifco India Pvt. Ltd., further to the interview and discussions you have had with us. You are expected to join duty on **08th Sep. 2022**.

You are appointed to the position of **"Trainee – Production Department"** and in this capacity; you will report directly to **Deputy Manager-Production Department**. Your starting monthly remuneration will be **Rs. 22,500/-** (Rupees Twenty-Two Thousand Five Hundred only). You will be on a Training period for **01 Year**.

You shall be liable for a weekly off in a week & your working hours shall be allotted as per company's working schedule.

After successful completion of the training and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability. You shall receive your payments on or before the 07th of every month.


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You will need to present all your original qualification documents, relieving documents, residence proof, experience certificate, Salary Slip, Govt. identity proof like Pan Card, Voter ID Card, and Passport etc. with a copy of each and seven passport size photographs, on the date of joining.

Kindly note that the appointment letter shall be issued to you after we complete the authentication activity of the testimonials submitted & the information furnished by you. Your appointment stands terminated if we find any non-compliance or deviation in the information & documents provided by you & the company shall take the relevant legal and disciplinary action against you.

We look forward to an enduring relationship with your-self.

For Nifco India Pvt. Ltd.,


Ravinder Yadav
Head-HR & Admin.


Principal
Dronacharya College of Education
Farrukh Nagar - 122006

**NIFCO INDIA PRIVATE LIMITED**

CIN : U25203HR2010FTC040767
Plot No. : 122, Sector 08, IMT Manesar,
Gurugram- 122050 (Haryana) India
Ph No. : +91 124 4998 225 - 26
Fax No. : +91 124 4998 249
www.nifco.com

25th August 2022

To,
Mr. Nikhil,
S/o Shri Raj Kumar,
H.No. 237/23, Street No. 5, Heera Nagar, Sec-11,
Gurugram, Haryana - 122001

Dear Mr. Nikhil,

Sub.: Offer Letter

It is our pleasure to extend the following offer of employment to you on behalf of **Nifco India Pvt. Ltd.**, further to the interview and discussions you have had with us. You are expected to join duty on **08th Sep. 2022**.

You are appointed to the position of "**Trainee – Production Department**" and in this capacity; you will report directly to **Deputy Manager-Production Department**. Your starting monthly remuneration will be **Rs. 22,500/- (Rupees Twenty-Two Thousand Five Hundred only)**. You will be on a Training period for **01 Year**.

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You will need to present all your original qualification documents, relieving documents, residence proof, experience certificate, Salary Slip, Govt. identity proof like Pan Card, Voter ID Card, and Passport etc. with a copy of each and seven passport size photographs, on the date of joining.

Kindly note that the appointment letter shall be issued to you after we complete the authentication activity of the testimonials submitted & the information furnished by you. Your appointment stands terminated if we find any non-compliance or deviation in the information & documents provided by you & the company shall take the relevant legal and disciplinary action against you.

We look forward to an enduring relationship with your-self.

For Nifco India Pvt. Ltd.,


Ravinder Yadav
Head-HR & Admin.


Principal
Dronacharya College of Education
Farrukh Nagar - 193001

25th August 2022

To,
Mr. Ritesh Nehra,
S/o Shri Chand Singh,
Vill. Bhudka, PO - Sidrhawali
Gurugram. Haryana - 122413

Dear Mr. Ritesh Nehra,

Sub.: Offer Letter

It is our pleasure to extend the following offer of employment to you on behalf of Nifco India Pvt. Ltd., further to the interview and discussions you have had with us. You are expected to join duty on **08th Sep. 2022**.

You are appointed to the position of "**Trainee – Production Department**" and in this capacity; you will report directly to **Deputy Manager-Production Department**. Your starting monthly remuneration will be **Rs. 22,500/-** (Rupees Twenty-Two Thousand Five Hundred only). You will be on a Training period for **01 Year**.

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Offer stands canceled if we find any deviations in the information provided by you or if you fail to report to us on or before pre-decided date. Further we assume that you have not accepted this job offer if we do not hear from you before **27th August 2022**.


You will need to present all your original qualification documents, relieving documents, residence proof, experience certificate, Salary Slip, Govt. identity proof like Pan Card, Voter ID Card, and Passport etc. with a copy of each and seven passport size photographs, on the date of joining.

Kindly note that the appointment letter shall be issued to you after we complete the authentication activity of the testimonials submitted & the information furnished by you. Your appointment stands terminated if we find any non-compliance or deviation in the information & documents provided by you & the company shall take the relevant legal and disciplinary action against you.

We look forward to an enduring relationship with your-self.

For Nifco India Pvt. Ltd.,


Ravinder Yadav
Head-HR & Admin.


Principal
Dronacharys College of Engg.
Farrukh Nazki • 1244000



Pride India Engineering Solutions Pvt. Ltd

(An ISO 9001-2015, ISO 14001-2015, ISO 45001-2018 Certified Company)
CIN No.U29309HR2019PTC078555

INTENT LETTER

17th Dec'2022

Dear Mr Hansraj S/o Sh. Kailash Lal,
K-16B, Chanakya Place,
Janakpuri, New Delhi

Through – Training & Placement Officer Ms Renu Dua- Dronacharya College of Engineering.

With reference to our meeting with Training & Placement Officer (Ms Renu Dua) of your college Dronacharya College of Engineering and subsequent campus interview you had with us, we are pleased to issue you this letter of intent as a Graduate Engineer Trainee at M/s Pride India Engineering Solutions Pvt. Ltd, Plot No 59, Sector-7, IMT Manesar Gurugram Haryana, your emoluments & other employment terms shall be as discussed with you during our aforementioned meeting.

You would be required to join us on or before **January 10, 2022 (Tuesday)** as mutually agreed please note that if you fail to join us as specified above, and liable to submit acceptance copy of your resignation letter with in 7 days' time along with medical fitness certificate of MBBS doctor, in this condition to this offer shall stand cancelled.

You are requested to furnish the following documents at the time of joining

- ✓ Proof of your academic (D.O.B. certificate) and technical qualification
- ✓ Six recent passport size colored photographs
- ✓ Photocopy of Pan Card & Aadhar Card
- ✓ Cancelled Cheque

The formal offer of appointment will be given to you within one week of your joining duties. This letter of intent does not confer any right or status of being an employee of the company, until issued a formal letter of appointment.

Please sign the duplicate copy of this letter of intent to indicate your acceptance of the same

Wishing you all the best and welcome you to our organization

Thanking you

For Pride India Engineering Solutions Pvt. Ltd.

(Authorized Signatory)



(Acceptance Signature)

Dronacharya College of Engg.
Farukh Nagar - 128808



Pride India Engineering Solutions Pvt. Ltd

(An ISO 9001-2015, ISO 14001-2015, ISO 45001-2018 Certified Company)
CIN No. U29309HR2019PTC078555

INTENT LETTER

17th Dec'2022

Dear Mr Jabez Saji S/o Sh. Saji Verghese,
Flate No - 120, Jai Hind Appartment,
Sector-2, Pocket -1, Dwarika,
New Delhi

Through – Training & Placement Officer Ms Renu Dua- Dronacharya College of Engineering.

With reference to our meeting with Training & Placement Officer (**Ms Renu Dua**) of your college **Dronacharya College of Engineering** and subsequent campus interview you had with us, we are pleased to issue you this letter of intent as a **Graduate Engineer Trainee** at **M/s Pride India Engineering Solutions Pvt. Ltd. Plot No 59, Sector-7, IMT Manesar Gurugram Haryana**, your emoluments & other employment terms shall be as discussed with you during our aforementioned meeting.

You would be required to join us on or before **January 10, 2022 (Tuesday)** as mutually agreed please note that if you fail to join us as specified above, and liable to submit acceptance copy of your resignation letter with in 7 days' time along with medical fitness certificate of MBBS doctor, in this condition to this offer shall stand cancelled.

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- ✓ Six recent passport size colored photographs
- ✓ Photocopy of Pan Card & Aadhar Card
- ✓ Cancelled Cheque

The formal offer of appointment will be given to you within one week of your joining duties. This letter of intent does not confer any right or status of being an employee of the company, until issued a formal letter of appointment.

Please sign the duplicate copy of this letter of intent to indicate your acceptance of the same

Wishing you all the best and welcome you to our organization

Thanking you

For Pride India Engineering Solutions Pvt. Ltd.

(Authorized Signatory)



(Acceptance Signature)

Dronacharya College of Engg.
Farrukh Nagar - 123004



Pride India Engineering Solutions Pvt. Ltd

(An ISO 9001-2015, ISO 14001-2015, ISO 45001-2018 Certified Company)
CIN No.U29309HR2019PTC078555

INTENT LETTER

17th Dec'2022

Dear Mr Sunny Saini S/o Sh. Vijay Kumar Saini,
H. No – 877/22, Street No-6J,
Gandhi Nagar, Gurgaon

Through – Training & Placement Officer Ms Renu Dua- Dronacharya College of Engineering.

With reference to our meeting with Training & Placement Officer (Ms Renu Dua) of your college Dronacharya College of Engineering and subsequent campus interview you had with us, we are pleased to issue you this letter of intent as a Graduate Engineer Trainee at M/s Pride India Engineering Solutions Pvt. Ltd. Plot No 59, Sector-7, IMT Manesar Gurugram Haryana, your emoluments & other employment terms shall be as discussed with you during our aforementioned meeting.

You would be required to join us on or before **January 10, 2022 (Tuesday)** as mutually agreed please note that if you fail to join us as specified above, and liable to submit acceptance copy of your resignation letter with in 7 days' time along with medical fitness certificate of MBBS doctor, in this condition to this offer shall stand cancelled.

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- ✓ Cancelled Cheque

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Please sign the duplicate copy of this letter of intent to indicate your acceptance of the same

Wishing you all the best and welcome you to our organization

Thanking you

For Pride India Engineering Solutions Pvt. Ltd.

(Authorized Signatory)



(Acceptance Signature)

Dronacharya College of Engineering
Farrukh Nagar - 128004



Pride India Engineering Solutions Pvt. Ltd

(An ISO 9001-2015, ISO 14001-2015, ISO 45001-2018 Certified Company)
CIN No.U29309HR2019PTC078555

INTENT LETTER

17th Dec' 2022

Dear Mr Vaibhav S/o Sh. Deepak Kumar,
Bhora Kalan Patadudi Road, Gurgaon

Through – Training & Placement Officer Ms Renu Dua- Dronacharya College of Engineering.

With reference to our meeting with Training & Placement Officer (Ms Renu Dua) of your college Dronacharya College of Engineering and subsequent campus interview you had with us, we are pleased to issue you this letter of intent as a Graduate Engineer Trainee at M/s Pride India Engineering Solutions Pvt. Ltd. Plot No 59, Sector-7, IMT Manesar Gurugram Haryana, your emoluments & other employment terms shall be as discussed with you during our aforementioned meeting.

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- ✓ Six recent passport size colored photographs
- ✓ Photocopy of Pan Card & Aadhar Card
- ✓ Cancelled Cheque

The formal offer of appointment will be given to you within one week of your joining duties. This letter of intent does not confer any right or status of being an employee of the company, until issued a formal letter of appointment.

Please sign the duplicate copy of this letter of intent to indicate your acceptance of the same

Wishing you all the best and welcome you to our organization


Thanking you

For Pride India Engineering Solutions Pvt. Ltd.

(Authorized Signatory)



(Acceptance Signature)


Principal
Dronacharya College of Engg-
Farukh Nagar - 125002



ProvarTesting India Private Limited
(Formerly known as Make Positive Provar India Private Limited)
Unitech Cyber Park, Tower B,
4th Floor, Sec 39, Gurugram,
Haryana- 122 003, India
Web: provartesting.com
Email: neelam.sharma@provartesting.com
Ph: 0124-6687453

Mukul Thakur

25th July 2022

L/123, Room No 12,
Street no-5, Near Shiv Murti Complex,
Mahipalpur, New Delhi-110037, India

Offer of Internship

Dear Mukul,

Further to speaking with Neelam Sharma on 23rd July 2022, we are delighted to make you an offer of Internship with ProvarTesting India Private Limited.

Your Internship start date will be Wednesday, 27th July 2022. Your gross salary (CTC) will be INR 4,00,000 (Four Lakh Rupees) per annum.

During your Internship, you will be entitled to 12 days Annual Leave (plus statutory days).

Benefits include family medical insurance coverage through our company's employee benefit plan.

Your duties will include but are not limited to working with the global Provar team to create unique customer solutions leveraging the full power of the Manual and Automation Testing platform. You will also responsible for participating in a paid 12 months on-site training program to enhance your knowledge of Salesforce, Provar, and other technical skills. Interns will receive training on manual and automated testing, Selenium, Salesforce, and Java.

You are also expected to stay in touch with the latest technologies related to the Testing platform and you may be required to work on other platforms as well. It is expected that you will continue to maintain your existing relevant certifications and may be required to achieve further certifications subject to business need.

Please find the enclosed document:

Annexure A: Estimated break-up of your salary.

We would appreciate a verbal and written decision from you regarding this Offer (subject to any discussions around the enclosed) by close of business on 26th July 2022.



ProvarTesting India Private Limited
(Formerly known as Make Positive Provar India Private Limited)
Unitech Cyber Park, Tower B,
4th Floor, Sec 39, Gurugram,
Haryana- 122 003, India
Web: provartesting.com
Email: neelam.sharma@provartesting.com
Ph: 0124-6687453

In addition, please note that this offer is dependent on you having permission to work in the India by the start of internship. Therefore, you will be required to bring with you photographic ID and proof of such e.g. passport, on your first day, if you haven't already done so.

If you have any questions on the enclosed, please do not hesitate to call or contact me at neelam.sharma@provartesting.com.

Yours sincerely,

Neelam Sharma

People Manager

Principal
Dronacharya College of Engg.
Farrukh Nagar - 125056



Provartesting India Private Limited
(Formerly known as Make Positive Provar India Private Limited)
Unitech Cyber Park, Tower B,
4th Floor, Sec 39, Gurugram,
Haryana- 122 003, India
Web: provartesting.com
Email: neelam.sharma@provartesting.com
Ph: 0124-6687453

Schedule A
Salary and Emoluments

Components	Amount (INR)	
	Monthly	Yearly
Fixed Pay		
Basic	14,167.00	1,70,004.00
HRA	7,084.00	85,008.00
Food Coupons	-	-
Other Component	10,282.33	1,23,388.00
Sub-total (A)	31,533.33	3,78,400.00
LTA*	-	-
Sub-total (B)	-	-
Employer Contribution to EPF	1,800.00	21,600.00
Sub-total (C)	1,800.00	21,600.00
Total Fixed Salary (A+B+C = D)	33,333.33	4,00,000.00
Cost To Company (CTC) (D)		4,00,000.00

* Leave Travel Allowance is optional and is provided to extend the tax benefit to employees. Also, the amount shall be taxable if not opted by the employees. Amount will be paid annually.

** You will be eligible to participate in a discretionary annual bonus plan, with a target equal to 5% of your Fixed Salary.

Please note: Gratuity shall be paid to employees only after completion of 5 years of service over and above the Total fixed salary of the employee.

Principal

Registered in India | CIN: U72900HR2016PTC05831

Dronacharya College of Engg.
Farrukh Nagar - 125006



ProvarTesting India Private Limited
(Formerly known as Make Positive Provar India Private Limited)
Unitech Cyber Park, Tower B,
4th Floor, Sec 39, Gurugram,
Haryana- 122 003, India
Web: provartesting.com
Email: neelam.sharma@provartesting.com
Ph: 0124-6687453

Raj Verma
RZF 891-B, Netaji Subhash Marg,
Raj Nagar 2, Palam Colony,
Sector 8, Dwarka-110077, India

25th July 2022

Offer of Internship

Dear Raj,

Further to speaking with Neelam Sharma on 23rd July 2022, we are delighted to make you an offer of Internship with ProvarTesting India Private Limited.

Your Internship start date will be Wednesday, 27th July 2022. Your gross salary (CTC) will be INR 4,00,000 (Four Lakh Rupees) per annum.

During your Internship, you will be entitled to 12 days Annual Leave (plus statutory days).

Benefits include family medical insurance coverage through our company's employee benefit plan.

Your duties will include but are not limited to working with the global Provar team to create unique customer solutions leveraging the full power of the Manual and Automation Testing platform. You will also responsible for participating in a paid 12 months on-site training program to enhance your knowledge of Salesforce, Provar, and other technical skills. Interns will receive training on manual and automated testing, Selenium, Salesforce, and Java.

You are also expected to stay in touch with the latest technologies related to the Testing platform and you may be required to work on other platforms as well. It is expected that you will continue to maintain your existing relevant certifications and may be required to achieve further certifications subject to business need.

Please find the enclosed document:

Annexure A: Estimated break-up of your salary.

We would appreciate a verbal and written decision from you regarding this Offer (subject to any discussions around the enclosed) by close of business on 26th July 2022.

Registered in India | CIN: U72900HR2016PTC058517


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125058



ProvarTesting India Private Limited
(Formerly known as Make Positive Provar India Private Limited)
Unitech Cyber Park, Tower B,
4th Floor, Sec 39, Gurugram,
Haryana- 122 003, India
Web: provartesting.com
Email: neelam.sharma@provartesting.com
Ph: 0124-6687453

In addition, please note that this offer is dependent on you having permission to work in the India by the start of internship. Therefore, you will be required to bring with you photographic ID and proof of such e.g. passport, on your first day, if you haven't already done so.

If you have any questions on the enclosed, please do not hesitate to call or contact me at neelam.sharma@provartesting.com.

Yours sincerely,

Neelam Sharma
People Manager

Principal
Dronacharya College of Engg.
Farrukh Nader - 122049



ProvarTesting India Private Limited
(Formerly known as Make Positive Provar India Private Limited)
Unitech Cyber Park, Tower B,
4th Floor, Sec 39, Gurugram,
Haryana- 122 003, India
Web: provartesting.com
Email: neelam.sharma@provartesting.com
Ph: 0124-6687453

Siddharth Sharma
G-62B, Qutab Vihar Phase 1,
Goyal Dairy, Near Sector 19B,
New Delhi - 110071, India

25th July 2022

Offer of Internship

Dear Siddharth,

Further to speaking with Neelam Sharma on 23rd July 2022, we are delighted to make you an offer of Internship with ProvarTesting India Private Limited.

Your Internship start date will be Wednesday, 27th July 2022. Your gross salary (CTC) will be INR 4,00,000 (Four Lakh Rupees) per annum.

During your Internship, you will be entitled to 12 days Annual Leave (plus statutory days).

Benefits include family medical insurance coverage through our company's employee benefit plan.

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You are also expected to stay in touch with the latest technologies related to the Testing platform and you may be required to work on other platforms as well. It is expected that you will continue to maintain your existing relevant certifications and may be required to achieve further certifications subject to business need.

Please find the enclosed document:

Annexure A: Estimated break-up of your salary.

We would appreciate a verbal and written decision from you regarding this Offer (subject to any discussions around the enclosed) by close of business on 26th July 2022.


Principal
Dronacharya College of Engg.
Farukh Nagar • 122002



ProvarTesting India Private Limited
(Formerly known as Make Positive Provar India Private Limited)
Unitech Cyber Park, Tower B,
4th Floor, Sec 39, Gurugram,
Haryana- 122 003, India
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In addition, please note that this offer is dependent on you having permission to work in the India by the start of internship. Therefore, you will be required to bring with you photographic ID and proof of such e.g. passport, on your first day, if you haven't already done so.

If you have any questions on the enclosed, please do not hesitate to call or contact me at neelam.sharma@provartesting.com.

Yours sincerely,

Neelam Sharma
People Manager

Principal
Dronacharya College of Education
Farukh Nagar - 121006



ProvarTesting India Private Limited
(Formerly known as Make Positive Provar India Private Limited)
Unitech Cyber Park, Tower B,
4th Floor, Sec 39, Gurugram,
Haryana- 122 003, India
Web: provartesting.com
Email: neelam.sharma@provartesting.com
Ph: 0124-6687453


Schedule A
Salary and Emoluments

Components	Amount (INR)	
	Monthly	Yearly
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HRA	7,084.00	85,008.00
Food Coupons	-	-
Other Component	10,282.33	1,23,388.00
Sub-total (A)	31,533.33	3,78,400.00
LTA*	-	-
Sub-total (B)	-	-
Employer Contribution to EPF	1,800.00	21,600.00
Sub-total (C)	1,800.00	21,600.00
Total Fixed Salary (A+B+C = D)	33,333.33	4,00,000.00
Cost To Company (CTC) (D)		4,00,000.00

* Leave Travel Allowance is optional and is provided to extend the tax benefit to employees. Also, the amount shall be taxable if not opted by the employees. Amount will be paid annually.

** You will be eligible to participate in a discretionary annual bonus plan, with a target equal to 5% of your Fixed Salary.

Please note: Gratuity shall be paid to employees only after completion of 5 years of service over and above the Total fixed salary of the employee.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 121004

RB INFO SERVICES PRIVATE LIMITED

October 25, 2022 03:26:00

Priyanka Kalaliya
Gurgaon

Subject: Letter of Intent for Internship

Dear **Priyanka Kalaliya**,

With reference to your application and further discussion, we are pleased to inform that you have been selected for Software Engineer Trainee internship training with Renewbuy.com (RB Info Service Pvt Ltd) based at Gurgaon Haryana. Your internship has been scheduled for 12 months, starting from 03-Oct-2022.

- Post successful completion of Internship and successful completion of your graduation you will be onboarded as Software Engineer.
- Post confirmation your CTC will be 5.5 LPA

The project details will be shared during training.
Stipend Offered – **Rs. 29,167.00 /- per month**

You are required to report for training, at the mentioned below address:

Renewbuy.com
2nd Floor Plot No 94 Sector32 Gurgaon122001

On the date of your reporting, please submit self-attested copies of the following documents along with the originals for verification:

- Aadhar Card & Pan Card
- Cancelled Cheque
- Two Passport Size Photographs


Congratulations and we look forward for giving a well-defined learning curve to you.

We wish you all the best.
For **RB Info Services Pvt Ltd**



Pankaj Kumar Sinha
Senior Manager – Human Resources

CIN - U74999HR2021PTC098232



Principal
Dronacharya College of Engineering
Farrukh Naeem
3rd floor, Plot No. 94
Sector 32 Gurugram
Haryana 122001

RB INFO SERVICES PRIVATE LIMITED

October 25, 2022 03:24:00

GAUTAM CHATURVEDI
Gurgaon

Subject: Letter of Intent for Internship

Dear **GAUTAM CHATURVEDI**,

With reference to your application and further discussion, we are pleased to inform that you have been selected for Software Engineer Trainee internship training with Renewbuy.com (RB Info Service Pvt Ltd) based at Gurgaon Haryana. Your internship has been scheduled for 12 months, starting from **03-Oct-2022**.

- Post successful completion of Internship and successful completion of your graduation you will be onboarded as Software Engineer.
- Post confirmation your CTC will be 5.5 LPA

The project details will be shared during training.
Stipend Offered – Rs. **29,167.00** /- per month

You are required to report for training, at the mentioned below address:

Renewbuy.com
2nd Floor Plot No 94 Sector32 Gurgaon122001

On the date of your reporting, please submit self-attested copies of the following documents along with the originals for verification:

- Aadhar Card & Pan Card
- Cancelled Cheque
- Two Passport Size Photographs


Congratulations and we look forward for giving a well-defined learning curve to you.

We wish you all the best.
For **RB Info Services Pvt Ltd**



Pankaj Kumar Sinha
Senior Manager – Human Resources

CIN - U74999HR2021PTC098232



Dronacharya Farrukh N. Singh
Principal
3rd Floor, Plot No. 94
Sector 32 Gurugram
Haryana 122001

RB INFO SERVICES PRIVATE LIMITED

October 25, 2022 04:16:00

Harsh Kumar
Delhi

Subject: Letter of Intent for Internship

Dear Harsh Kumar,

With reference to your application and further discussion, we are pleased to inform that you have been selected for Software Engineer Trainee internship training with Renewbuy.com (RB Info Service Pvt Ltd) based at Gurgaon Haryana. Your internship has been scheduled for 12 months, starting from 03-Oct-2022.

- Post successful completion of Internship and successful completion of your graduation you will be onboarded as Software Engineer.
- Post confirmation your CTC will be 5.5 LPA

The project details will be shared during training.
Stipend Offered – Rs. 29,167.00 /- per month

You are required to report for training, at the mentioned below address:

Renewbuy.com
2nd Floor Plot No 94 Sector32 Gurgaon122001

On the date of your reporting, please submit self-attested copies of the following documents along with the originals for verification:

- Aadhar Card & Pan Card
- Cancelled Cheque
- Two Passport Size Photographs

Congratulations and we look forward for giving a well-defined learning curve to you.

We wish you all the best.
For **RB Info Services Pvt Ltd**



Pankaj Kumar Sinha
Senior Manager – Human Resources

CIN - U74999HR2021PTCD98232



Principal
Dronacharya College of Engineering
Farrukh Nagar, 120044
3rd Floor, Plot No. 94
Sector 32 Gurugram
Haryana 122001

RB INFO SERVICES PRIVATE LIMITED

October 27, 2022 01:12:00

Raman
Gurgaon

Subject: Letter of Intent for Internship

Dear Raman,

With reference to your application and further discussion, we are pleased to inform that you have been selected for Software Engineer Trainee internship training with Renewbuy.com (RB Info Service Pvt Ltd) based at Gurgaon Haryana. Your internship has been scheduled for 12 months, starting from **03-Oct-2022**.

- Post successful completion of Internship and successful completion of your graduation you will be onboarded as Software Engineer.
- Post confirmation your CTC will be 5.5 LPA

The project details will be shared during training.
Stipend Offered – Rs. **29,167.00** /- per month

You are required to report for training, at the mentioned below address:

Renewbuy.com
2nd Floor Plot No 94 Sector32 Gurgaon122001

On the date of your reporting, please submit self-attested copies of the following documents along with the originals for verification:


- Aadhar Card & Pan Card
- Cancelled Cheque
- Two Passport Size Photographs

Congratulations and we look forward for giving a well-defined learning curve to you.

We wish you all the best.
For **RB Info Services Pvt Ltd**



Pankaj Kumar Sinha
Senior Manager – Human Resources



Principal
Dronacharya College of Education
Farrukh Nazki
3rd Floor, Plot-No. 94
Sector 32 Gurugram
Haryana 122001

CIN - U74999HR2021PTC098232

RB INFO SERVICES PRIVATE LIMITED

October 27, 2022 01:09:00

Anshuman kumar
Gurgaon

Subject: Letter of Intent for Internship

Dear Anshuman kumar,

With reference to your application and further discussion, we are pleased to inform that you have been selected for Software Engineer Trainee internship training with Renewbuy.com (RB Info Service Pvt Ltd) based at Gurgaon Haryana. Your internship has been scheduled for 12 months, starting from **03-Oct-2022**.

- Post successful completion of Internship and successful completion of your graduation you will be onboarded as Software Engineer.
- Post confirmation your CTC will be 5.5 LPA

The project details will be shared during training.
Stipend Offered – Rs. 29,167.00 /- per month

You are required to report for training, at the mentioned below address:

Renewbuy.com

2nd Floor Plot No 94 Sector32 Gurgaon122001

On the date of your reporting, please submit self-attested copies of the following documents along with the originals for verification:

- Aadhar Card & Pan Card
- Cancelled Cheque
- Two Passport Size Photographs

Congratulations and we look forward for giving a well-defined learning curve to you.

We wish you all the best.

For **RB Info Services Pvt Ltd**



Pankaj Kumar Sinha
Senior Manager – Human Resources

CIN - U74999HR2021PTC098232


Principal
Dronacharya School
Farrukh Nagar - 124001
3rd Floor, Plot No. 94
Sector 32 Gurugram
Haryana 122001

RB INFO SERVICES PRIVATE LIMITED

October 27, 2022 01:17:00

Adarsh Dhiman
Gurgaon

Subject: Letter of Intent for Internship

Dear **Adarsh Dhiman**,

With reference to your application and further discussion, we are pleased to inform that you have been selected for Software Engineer Trainee internship training with Renewbuy.com (RB Info Service Pvt Ltd) based at Gurgaon Haryana. Your internship has been scheduled for 12 months, starting from **03-Oct-2022**.

- Post successful completion of Internship and successful completion of your graduation you will be onboarded as Software Engineer.
- Post confirmation your CTC will be 5.5 LPA

The project details will be shared during training.
Stipend Offered – **Rs. 29,167.00 /- per month**

You are required to report for training, at the mentioned below address:

Renewbuy.com

2nd Floor Plot No 94 Sector32 Gurgaon122001

On the date of your reporting, please submit self-attested copies of the following documents along with the originals for verification:

- Aadhar Card & Pan Card
- Cancelled Cheque
- Two Passport Size Photographs

Congratulations and we look forward for giving a well-defined learning curve to you.


We wish you all the best.

For **RB Info Services Pvt Ltd**



Pankaj Kumar Sinha
Senior Manager – Human Resources

CIN - U74999HR2021PTC098232



Principal
Dronacharya College of Engg.
Farrukh Nagar - 128404

3rd Floor, Plot No. 94
Sector 32 Gurugram
Haryana 122001

RB INFO SERVICES PRIVATE LIMITED

October 25, 2022 03:27:00

Yusuf Hasan
Faridabad

Subject: Letter of Intent for Internship

Dear **Yusuf Hasan**,

With reference to your application and further discussion, we are pleased to inform that you have been selected for Software Engineer Trainee internship training with Renewbuy.com (RB Info Service Pvt Ltd) based at Gurgaon Haryana. Your internship has been scheduled for 12 months, starting from **03-Oct-2022**.

- Post successful completion of Internship and successful completion of your graduation you will be onboarded as Software Engineer.
- Post confirmation your CTC will be 5.5 LPA

The project details will be shared during training.
Stipend Offered – Rs. **29,167.00** /- per month

You are required to report for training, at the mentioned below address:

Renewbuy.com
2nd Floor Plot No 94 Sector32 Gurgaon122001

On the date of your reporting, please submit self-attested copies of the following documents along with the originals for verification:

- Aadhar Card & Pan Card
- Cancelled Cheque
- Two Passport Size Photographs

Congratulations and we look forward for giving a well-defined learning curve to you.

We wish you all the best.
For **RB Info Services Pvt Ltd**



Pankaj Kumar Sinha
Senior Manager – Human Resources

CIN - U74999HR2021PTC098232



Principal
Dronacharya College of Engineering
Farukh Nagar - 126003

3rd Floor, Plot No. 94
Sector 32 Gurugram
Haryana 122001

Appointment Letter

Date: 2nd August,2022

Dear Mohit

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Digital Marketing Intern** in our organization on the following terms and conditions.

Date of Joining: 5th Sept,2022

Stipend during Internship: Company will offer you a stipend of **Rs. 50000/-** per month.

Package: Company will offer you the package of **15 LPA**. Effective post your graduation & internship completion.

Place/Transfer: Your present place of work will be at Gurugram, but during the course of the service, you shall be liable to be posted/transferred anywhere to serve any of the Company's Projects or any other establishment in India at the sole discretion of the Management.

Probation/Confirmation: You will be on a probation period of six months. Based on your performance your service will be confirmed with the company in written after the probation period.

Personal Particulars: You will keep us informed of any change in your residential address, your family status, or any other relevant particulars.

Working Days: The regular working days of the Company are from Monday to Friday. However, if there is a need then the company can ask you work on Saturdays as well.

Restriction on Personal Use: The use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, working time of the company for any personal use.

Appraisals: You are eligible for yearly appraisals depending upon you and your company's performance.



Principal

Dronacharya College of Engineering

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in-kind or otherwise, without the prior written permission of the Company.

1. You must acknowledge that you are accepting the pre-placement offer for full-time employment at the company along with the full-time internship.

2. You will keep Resometa informed regarding your college examination schedules to avoid any last minute work hampers. You will not be taking part in other competitive examinations, apart from the college academics, which will impact & lessen the working hours at Resometa.

3. You will manage your college classes on your own or either by taking a non-obligation certificate (NOC) from your college to devote full working time at Resometa.

4. You will not be entitled to any documentation process from the company's end if you break the agreement or leave the organization before the mentioned employment tenure. The documentation process may include your exit documents like the experience certificate, reference letter, or other employment proofs, etc.

5. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

6. You will be required to maintain utmost secrecy in respect of Project documents, commercial offers, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark, and Company's Human assets profile.

7. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

8. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged, or made public by you even thereafter. You can not disclose any information of the company like any data, project plan, or any other information, even after you leave the company. If done so, the company can or will take legal action against you.

9. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of the reason of any of the acts or omission the company shall be entitled to recover the damages from you.

10. You will not accept any present, commission, or any sort of gratification in cash or kind from any person, party or firm or Company having to deal with the company and if you are offered any, you

Principal

Dronacharya College of Engg.
Farrokh Nagar - 122001

should immediately report the same to the Management.

11. This appointment letter is being issued to you based on the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

12. You will be responsible for the safekeeping and return in good condition and order of all Company properties/assets/documents/digital assets, which may be in your use, custody or charge.

13. **Security:** Disciplinary Process for Breach of Security: Any breach in security as per information security policy will be taken seriously by the Company. An immediate Supervisor will report such breach to HR. Depending on the severity of the incident, disciplinary measures like a verbal or written warning or temporary suspension or termination may be followed.

14. **Non-Disclosure Agreement:** You are required to sign the non-disclosure agreement as part of the Company's guidelines. "Confidential Information" means information or material that is commercially valuable to Company and not generally known or readily ascertainable in the industry. This includes technical information concerning Company's products and services, including product know-how, formulas, designs, devices, diagrams, software code, test results, processes, inventions, research projects and product development, technical memoranda and correspondence. You are also not allowed to disclose your salary to your peers within or outside the organization, evidence of any such act can lead to immediate termination.

15. Termination of Service:

(i) The employee can terminate this employment by serving a notice of **90 days**. If you fail to serve your complete notice period then you need to pay the organization a recovery amount of **INR 1Lac**. The buyout option can be made available depending upon the project dependencies. The organization can break the employment anytime without giving any formal notice or notice pay.

NOTE: This clause will be applicable post your full-time employment effective date only. Before this, the employee can't put any notice period during the internship and they need to adhere to the Employment Tenure Agreement clause during their stay at the company.

(ii) **Employment Tenure Agreement:** You must acknowledge that while accepting the offer, you are accepting the full-time employment (pre-placement offer) at Resometa. You will not be allowed to leave the company before your full-time employment effective date. Not adhering to the agreement will be subject to a legal breach of contract. Resometa reserves the right to take action legally.

(iii) Integrity issues such as proxy attendance, giving confidential information to competitors or unauthorized members, submitting any false declarations, engaging oneself in any business/dual Employment (full time/ part-time) elsewhere without Company's knowledge or being involved in any such activities which are detrimental to the Company's interest would lead to termination.

16. **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 the company.

Principal

Dronacharya College of Engg.

Farrukh Nagar - 128809

info@resometa.com



Your salary details are strictly private and confidential and details in this letter should not be disclosed and discussed with others.

The above terms and conditions are based on the company'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 the company as shall be in force from time to time.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We congratulate you and welcome you to The Resometa family and look forward to a fruitful collaboration and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards our goal. We assure you of our support for your professional development and growth.

With best wishes,

For, Resometa
Head-HR



I have carefully read and understood the terms and conditions of my assignment outlined herein as above. I agree to abide by the terms and conditions mentioned above and I affix my signature to signify my acceptance




Principal
Dronacharya College of Engg.
Farukh Nagar - 123509

Admission Dronacharya Group of Institutions

From: Raghav <rgandotra14@gmail.com>
Sent: Saturday, September 17, 2022 2:34 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: ROADCAST: FINAL SELECTION MAIL

----- Forwarded message -----

From: Roadcast HR <hr@roadcast.in>
Date: Wed, 27 Jul 2022 at 2:44 PM
Subject: ROADCAST: FINAL SELECTION MAIL
To: rgandotra14 <rgandotra14@gmail.com>
Cc: Anshul Jain(Anshul Jain) <anshul@roadcast.in>, Rahul Mehra(Rahul) <rahul@roadcast.in>, Vishal Jain(Vishal) <vishal@roadcast.in>

Hi Raghav,

Congratulations! On your selection for the "**Trainee - Web Developer**" profile in **RoadCast**. Your joining date in our organization will be **1st August, 2022**.

You are requested to submit the following documents for verification purposes:

- (i) Adhaar Card
- (ii) PAN Card
- (iii) Marksheets (10th,12th,Graduation,Post Graduation)

You'll receive your appointment letter as soon as you come to the office. Looking forward to welcoming you to our team.

Saloni Kumar

Human Resource Executive

Roadcast Tech. Solutions Pvt. Ltd.
B-66, Goswami Girdhari Lal Marg, Block B,
Naraina Industrial Area Phase-2, New Delhi-110028
Mobile: +91-9899289110
mailto:hr@roadcast.in | web: <http://www.roadcast.in/>




Principal
Dronacharya College of Engg.
Farrukh Nagar - 125046



RoadCast

APPOINTMENT LETTER

Date: 18-07-2022

Mr. Siddharth Biswas,

We are pleased to offer you the position of "Junior Business Analyst" in our organization. The joining date is confirmed at July 18, 2022 as per the following terms and conditions:

- You are entitled to a stipend of Rs.12000 per month.
- You will be on a probation period of 3 to 6 months after which your performance will be evaluated, and if found suitable, you will be confirmed in your current position.
- After probation, minimum compensation provided to you by the Company will be 2.4 LPA.
- In case you wish to leave the organization, you are required to serve 2 months advance notice.
- You comply with all the terms and conditions mentioned above.

By signing this copy this shall be deemed as a mutual contract of agreement. We look forward to a mutually rewarding professional relationship with you.

Yours sincerely,

For RoadCast Tech Solutions Pvt Ltd

Vishal Jain
CEO

Acceptance of Offer:

I hereby accept this offer on the terms and conditions outlined.

Signature

Date

18/07/2022

Principal
Dronacharya College of Engg.
Farukh Nagar - 131009

Roadcast Tech Solutions Private Limited
B-66, Block B, PH-2 Naraina Industrial Area
New Delhi, Delhi 110028

+91 97738 10811, +91 9899580200

contactus@roadcast.in

www.roadcast.in

CIN number : U72400DL2015PTC285311



RoadCast

Date: 1st October 2022

Dear Siddharth

The last 6 months have been challenging! We witnessed an incredible growth in our business which has contributed in building a sustainable and profitable business model for the future. The company has made investments in optimizing and strengthening the business processes and created a robust foundation to meet the future market demands.

As we believe in the philosophy Creating Wealth and Our People are our most valuable resource!

Thus, having said this, it gives us an immense pleasure to announce that RoadCast Tech Solutions Pvt. Ltd. has decided to increase your salary by Rs. 3000/- (Three Thousand Only) p.m. with effect from 1st October 2022.

The said amount will be directly added to your Special allowance component in your salary break up.


We would like to wish you and your family a Very Happy Diwali and Seasons Greetings.

We look forward to your continuous support and dedication for the future.

Best wishes

For RoadCast Tech Solutions Pvt. Ltd.


Vishal Jain
CEO


Principal
Dronacharya College of Engg.
Farukh Nagar - 121009

Roadcast Tech Solutions Private Limited
B-66, Block R, PH-2, Naraina Industrial Area
New Delhi, Delhi 110025

+91 97738 10811, +91 8879500700

contact@roadcast.in

www.roadcast.in





RoadCast

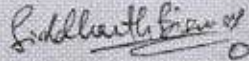
Annexure I

COMPENSATION STRUCTURE OF SIDDHARTH BISWAS		
DESIGNATION: JUNIOR BUSINESS ANALYST		
Safety Components	Amount (per month)	Amount (per annum)
A. Monthly Emoluments		
Basic	16,750	201,000
HRA	5,250	63,000
Special Allowance	1,600	19,200
Sub Total (A)	23,600	283,200
B. Others		
Bonus	1,400	16,800
Sub Total (B)	1,400	16,800
TOTAL CTC (A+B)	25,000	300,000


Yours faithfully,
For RoadCast Tech Solutions Pvt. Ltd.


Vishal Jain
CEO




(Siddharth Biswas) 01/11/2022

CIN Number: U72400DL2015PTC28531


Principal
Dronacharya College of Engg.
Farrukh Nagar - 119614

Roadcast Tech Solutions Private Limited
B-66, Block S, PH-2 Naraina Industrial Area
New Delhi, Delhi 110028
+91-97738 10811, +91 9899580200
contactus@roadcast.in
www.roadcast.in

Offer Letter



Dear Ms. Preeti Ahuja

Fatehabad, Haryana, India

Ph: +91 9350251044

This has reference to your bio-data and subsequent official interviews with us.

We take pleasure in informing you that you have been appointed as Flutter Developer in our organization "Searchosis Marketing Private Limited" referred as "company" in this document effective from 10th October 2022. The terms and conditions of your appointment will be as follows:

- Probation:** You will be on probation for a period of one month from the date of your joining and depending on your performance, the company at its discretion, may confirm your appointment, extend your probation or terminate your services. During training/probation, or its extension, your services may be terminated on either side by giving one month's notice or salary in lieu thereof. However, in case of termination of your services by the company on the ground of misconduct, the company shall not pay any salary in lieu of notice period.
- Working Hours:** Working hours shall be daily 9.30 am till 6.30 pm, Alternate Saturday off and every Sunday is off.
- Notice Period:** Ms. Preeti Ahuja shall have to serve a notice period of 30 days upon termination of employment.
- Remuneration:** You will be paid Rs 14,000/- per month, within 1st to 7th of each month.


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Farrukh Nagar • 123606

5. **Reporting Relationship:** In your role as Flutter Developer in the company, Ms. Preeti Ahuja has a reporting relationship to anyone as assigned by the company from time to time, and subject to changes as made by management.

6. **Compensation & Benefits:**

(a) **Continuity of Service:** You will be granted Continuity of Service and all conditions related to this will remain applicable for the employment of the company.

(b) **Base Compensation:** Searchosis Marketing Private Limited will pay Ms. Preeti Ahuja, as compensation for the services rendered by him, the cost to company will be as Rs 1,68,000/- per annum. The detailed compensation break up can be obtained. Ms. Preeti Ahuja will be paid on a monthly basis. **Please note that the salary information is strictly confidential and you are advised not to discuss it with any person other than the management.** You will have to bear any of the deductions under law like Income Tax, Professional Tax, P.R and if any others.

(c) **Bonus:-** In addition to base compensation, Ms. Preeti Ahuja will be eligible to participate in bonus and will be in accordance with our company policy and sole discretion to the management.

(d) **Leaves:** As per company leave policy.

(e) **Increment:** - The company shall revise your salary based on your performance post 4-6 months of work evaluation.

No encashment or adjustment of any form of leave will be permitted at the time of departure. Prior written permission is essential before taking leave, giving sufficient notice for the same.

7. **Confidentiality & Non-Competition Obligations:**

(a) **Commitments & Dealings -:** Ms. Preeti Ahuja will not enter into any commitments or dealings on behalf of the company for which she has no expressed authority nor alter or be a party to any alteration of any principle or policy of the company or exceed the authority or discretion vested in him without the previous sanction of the company or those in authority.

(b) **Singularity of Service:-** Ms. Preeti Ahuja will not, without our previous written permission, carry on any business, or enter for any part of her time, in any capacity the services of, or be employed by, any other firm, company or person. She will devote her whole time and attention to her duties to promote the interests of the company.

8. **Other Terms & Conditions:** You will be responsible for the safekeeping and return, in good condition and order, of all company's property, documents, brochures, books, presentations,


Principal
Bronacharya College of Engg.
Farrukh Nagar - 123506



reports etc. which may be in your use, custody or charge. On the termination of your services, you will return all assets of the management which are in your possession and will not be entitled to use any information of the company thereafter in any matter whatsoever. The company reserves its right to information in law to take all necessary action to protect misuse of any proprietary information upon your leaving the organization.

IMPORTANT NOTICE: You will have to follow a strict code of conduct while working with the company. You will not pass on any information to anybody else apart from concerned authorities only.

Wishing you every success in this assignment.

Yours faithfully,

I confirm and accept the above terms & conditions

HR
Ms. Debanjali Shit

Ms. Preeti Ahuja
(Employee Signature)

Date: 10/October/2022

Date: _____

Searchosis Marketing Private Limited

Office Address: Searchosis Marketing Pvt Ltd,
Unit No 440, Spaze iTech Park,
Sohna Road, Sec-49,
Gurgaon, Haryana

Website: www.searchosis.com

Principal
Bronacharya College of Engg.
Farrukh Nagar - 123505



Reach The Right Audience

Appointment Letter

Date: 2nd March, 2022

Dear Aaryann Chandola,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Website Developer Intern** in our organization on the following terms and conditions.

Date of Joining: 2nd Apr, 2022

Stipend during Internship: Company will offer you a stipend of Rs. 13000/- per month.

Package: Company will offer you the package of 8.4 LPA. Effective post your graduation & internship completion.

Place/Transfer: Your present place of work will be at Gurugram, but during the course of the service, you shall be liable to be posted/transferred anywhere to serve any of the Company's Projects or any other establishment in India at the sole discretion of the Management.

Probation/Confirmation: You will be on a probation period of six months. Based on your performance your service will be confirmed with the company in written after the probation period.

Personal Particulars: You will keep us informed of any change in your residential address, your family status, or any other relevant particulars.

Working Days: The regular working days of the Company are from Monday to Friday. However, if there is a need then the company can ask you work on Saturdays as well.

Restriction on Personal Use: The use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, working time of the company for any personal use.

Appraisals: You are eligible for yearly appraisals depending upon you and your company's performance.

Principal
Bronacharya College of Engg
Farrukh Nagar - 123503



Reach The Right Audience

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in-kind or otherwise, without the prior written permission of the Company.

1. You must acknowledge that you are accepting the pre-placement offer for full-time employment at the company along with the full-time internship.
2. You will keep Septam Tech informed regarding your college examination schedules to avoid any last minute work hampers. You will not be taking part in other competitive examinations, apart from the college academics, which will impact & lessen the working hours at Septam Tech.
3. You will manage your college classes on your own or either by taking a non-obligation certificate (NOC) from your college to devote full working time at Septam Tech.
4. You will not be entitled to any documentation process from the company's end if you break the agreement or leave the organization before the mentioned employment tenure. The documentation process may include your exit documents like the experience certificate, reference letter, or other employment proofs, etc.
5. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
6. You will be required to maintain utmost secrecy in respect of Project documents, commercial offers, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark, and Company's Human assets profile.
7. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
8. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged, or made public by you even thereafter. You can not disclose any information of the company like any data, project plan, or any other information, even after you leave the company. If done so, the company can or will take legal action against you.
9. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of the reason of any of the acts or omission the company shall be entitled to recover the damages from you.
10. You will not accept any present, commission, or any sort of gratification in cash or kind from any person, party or firm or Company having to deal with the company and if you are offered any, you

Principal
Bronacharya College of Engg.
Farrukh Nagar - 123503



Reach The Right Audience

should immediately report the same to the Management.

11. This appointment letter is being issued to you based on the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

12. You will be responsible for the safekeeping and return in good condition and order of all Company properties/assets/documents/digital assets, which may be in your use, custody or charge.

13. **Security: Disciplinary Process for Breach of Security:** Any breach in security as per information security policy will be taken seriously by the Company. An immediate Supervisor will report such breach to HR. Depending on the severity of the incident, disciplinary measures like a verbal or written warning or temporary suspension or termination may be followed.

14. **Non-Disclosure Agreement:** You are required to sign the non-disclosure agreement as part of the Company's guidelines. "Confidential Information" means information or material that is commercially valuable to Company and not generally known or readily ascertainable in the industry. This includes technical information concerning Company's products and services, including product know-how, formulas, designs, devices, diagrams, software code, test results, processes, inventions, research projects and product development, technical memoranda and correspondence. You are also not allowed to disclose your salary to your peers within or outside the organization, evidence of any such act can lead to immediate termination.

15. Termination of Service:

(i) The employee can terminate this employment by serving a notice of **90 days**. If you fail to serve your complete notice period then you need to pay the organization a recovery amount of **INR 1Lac**. The buyout option can be made available depending upon the project dependencies. The organization can break the employment anytime without giving any formal notice or notice pay.

NOTE: This clause will be applicable post your full-time employment effective date only. Before this, the employee can't put any notice period during the internship and they need to adhere to the Employment Tenure Agreement clause during their stay at the company.

(ii) **Employment Tenure Agreement:** You must acknowledge that while accepting the offer, you are accepting the full-time employment (pre-placement offer) at **Septam Tech**. You will not be allowed to leave the company before your full-time employment effective date. Not adhering to the agreement will be subject to a legal breach of contract. Septam Tech reserves the right to take action legally.

(iii) Integrity issues such as proxy attendance, giving confidential information to competitors or unauthorized members, submitting any false declarations, engaging oneself in any business/dual Employment (full time/ part-time) elsewhere without Company's knowledge or being involved in any such activities which are detrimental to the Company's interest would lead to termination.

16. **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 any other time to time by the company.

Principal
Bromacharya College of Engg.
Farrukh Nagar - 123001



Reach The Right Audience

Your salary details are strictly private and confidential and details in this letter should not be disclosed and discussed with others.

The above terms and conditions are based on the company'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 the company as shall be in force from time to time.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We congratulate you and welcome you to The **Septam Tech** family and look forward to a fruitful collaboration and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards our goal. We assure you of our support for your professional development and growth.

With best wishes,

For, **SEPTAM TECH**
Head-HR

I have carefully read and understood the terms and conditions of my assignment outlined herein as above. I agree to abide by the terms and conditions mentioned above and I affix my signature to signify my acceptance

Principal
Bronacharya College of Engg
Farrukh Nagar - 123503



SmartPaddle Technology Pvt Ltd
A Wing, 3rd Floor, Krislon House,
Opp. Marwa House, Sakivihar Road,
Andheri East, Mumbai 40072

Date: 11/26/2022

Dear Pratyush Atri,

Congratulations and a very warm welcome to you!

We are pleased to offer you the Internship for the period of 6 Months. The position is Intern - Product Design at Bizongo, starting from 28th November 2022.

The terms of employment are as follows:

Location

You will be based out of: Bangalore (91 SpringBoard Service Lane, 512/10, Outer Ring Rd, Mahadevapura, Bengaluru, Landmark- Next to More Mega Store)

Work Timings

Work timings are Monday to Friday 9.30 am to 6.30 pm

Compensation

Your Stipend per month will be INR 40000 for the internship period.

Pratyush Atri, we believe the atmosphere at Bizongo will help your professional talents grow to the fullest. We look forward to having you join Bizongo.

Hoping for a long and fruitful association, welcome aboard!

Yours faithfully,

Aniket Deb
COO & Co-Founder

Principal
Bronacharya College of Engg.
Farrukh Nagar - 122004

December 26, 2022

Dear Akash Singh,

We are pleased to offer you an appointment with **Thoughts2Binary Consulting And Solutions LLP** ("the Company") in the position of '**Associate Software Engineer**' On the terms and conditions set out hereinafter:

1. EMPLOYEMENT:

Your effective date of joining shall be no later than **January 02, 2023**. Your employment with the Company may be subject to successful pre-and/or post-employment background checks, accuracy of the testimonials and information provided by you.

2. PROBATION:

You will serve a minimum probation period of two months from the date of your joining the Company ("Probation"). The Company reserves the right to extend the Probation period for an additional one month in the event that your performance is not up to the expectation. You will be deemed to continue probation until you are confirmed, and your confirmation has been communicated to you.

Your performance will be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations / policies existing now or in future.

3. PLACE OF POSTING:

Your place of posting shall be at Gurgaon office which is located Unit: 212A Tower A, 2nd Floor, Spaze ITech Park, Sohna Road, Sector 49, Gurugram and Haryana,122018.

4. PERFORMANCE OF DUTIES:

You shall be assigned with all the duties and responsibilities of 'Associate Software Engineer' and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

5. HOURS OF WORK:

Your normal hours will be 09 hours each day. Our workweek runs from Monday to Friday. We have the right to vary the number of hours, days and times which you work to meet the needs of the business you are working in. You will be required to work the hours necessary to fulfill the responsibilities of your role. Your role does not qualify for overtime payment for any additional hours worked.



6. COMPENSATION:

As compensation for services to be rendered, you shall be paid an annual **CTC of INR 4, 80,000 (pre-deductions)**. Please find the breakup of CTC as follows:

Description	Annual	Monthly
Basic	240,000	20,000
House Rent Allowance	96,000	8,000
Special Allowance	62,400	5,200
TOTAL FIXED SALARY	398,400	33,200
Annual Variable	60,000	
Provident Fund (Employer's Contribution)	21,600	
CTC	480,000	

- **For Provident Fund, the employee would contribute an amount equal to that of the employer and the same would come of the Total Fixed Salary of the employee (the current employee contribution is INR 1800 per month).**
- **Please understand that Variable Salary is subject to company's as well as your performance during the variable cycle term.**
- **Take home salary will be net of Provident Fund and Income Tax deductions depending on your savings under various schemes.**

Annual Variable Salary Payout: Your variable cycle term is annual i.e.; you would be eligible for variable salary post the successful completion of annual employment as an active employee. Employment duration in notice period would not be considered as an active employee employment.

If there is a shortfall in employment duration of variable cycle term (i.e., annual) then NO variable payout would be processed for partial completion of variable cycle term.

The fixed salary shall be payable on monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month.

Please note your salary details are highly confidential and shall not be disclosed inside or outside the organization by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of employment.

By accepting this letter of appointment/agreement you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

Principal

Dronacharya College of Engg.

Farrukh Nagar - 123505



7. LEAVES AND HOLIDAYS ENTITLEMENT:

Our leaves and holiday year runs from 1 January to 31 December. All leaves must be agreed in advance with your manager. After successful completion of the probationary period, you will be entitled to two earned leaves per month. Leaves will be accrued on the last day of the calendar month. Leaves can only be availed post the accrual of the leaves.

One sick leave would be allowed per month in probationary period and un-availed sick leave in probationary period would not be carried forward.

During probationary period or in Notice Period no earned leave would be accrued.

Ten Annual Public holidays are published each year in January. Public holidays are over and above the leaves. The Company reserves the right to ask you to work on a public holiday for which you may be entitled to take an alternative holiday.

8. CONFIDENTIALITY:

During your employment you will have access to confidential Company, shareholder, related and affiliated entities and client information (collectively "Confidential Information"). Confidential Information shall include any information concerning or relating to the Company on the business of the Company including and comprising trade secrets, secret formulae, computer hardware and software programs and designs, databases, trading information regarding the Company, its shareholders and related and affiliated entities and clients of the Company, specifications, financial and accounting information customer and supplier names, correspondence, negotiations and/or contracts with customers and suppliers, market research, performance data and marketing strategies, research and development plans and expenditure research databases and other information or material that the Company in the future may indicate is confidential, or which may be apparent is confidential. It is a condition of your employment not to disclose, directly or indirectly, to any person or persons, any affairs of the Company or any related or affiliated entity or client which is commercially sensitive or the disclosure of which would adversely affect the Company, its shareholders, related or affiliated entities and /or the Company's clients. This obligation survives the termination of your employment with the Company.

**Principal
Dronacharya College of Engg.
Farrukh Nagar - 123604**



9. ALTERNATIVE EMPLOYMENT:

Please note that you are restricted from accepting any other employment or carry on any other commercial activity while engaged by us without our prior specific written approval.

In addition, you agree that, while employed with the Company, you shall not perform work or provide services similar to those provided by you to the Company (including as employee, independent contractor, consultant principal, agent, director, joint venture, partner, trustee, beneficiary), directly or indirectly, for any person or entity that competes with the business of the Company.

10. INTELLECTUAL PROPERTY:

You acknowledge that all property (whether tangible or intangible) which is created, developed, expanded, added to and / or modified in any manner by you during your employment is, and will remain, the sole and exclusive property of the Company at all the times during your employment and following termination.

11. NOTICE PERIOD AND TERMINATION OF EMPLOYMENT:

During the period of employment, you may choose to terminate this agreement by formal resignation in writing to the Company with 15 days' notice (during your probationary period) or Two months' notice (post completion of probationary period).

In case you are unable to serve the mandatory notice period you would be liable to pay the Company an amount equal to the Fixed Salary for the entire duration or the shortfall of the notice period as applicable.

Post receiving your resignation, the company would inform you of your last working day which may be the last day of your notice period or a part there off as necessary.

Outstanding leaves can't be adjusted against the Notice Period. Any absence during the notice period would either lead to extension of the last working day or loss of pay at the Company's discretion.

During the notice period you would be eligible for the Fixed Salary and would be paid the pro-rated amount as per the served last working day with the Company.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123604



Termination of employment by the Company on grounds of your poor performance or serious misconduct:

If the Company terminates this agreement on the grounds of your poor performance or in an event of serious misconduct. Such circumstances can include but not limited to: Criminal Offence, theft, fraud, embezzlement, intoxication, violence, sexual harassment, damage to the Company's reputation etc. then the Company reserves the full rights to relieve you from your services without providing any notice period or amount in lieu thereof.

On your last working day, you shall:

- a) Deliver to the Company or as may be directed all confidential information and
- b) Return to the Company all equipment and other property belonging to the Company.

12. LEAVES ENCASHMENT AS A PART OF FULL AND FINAL SETTLEMENT:

You would be applicable for leaves encashment as a part of full and final settlement only if you would serve complete notice period professionally and amicably. If there is a shortfall in notice period service or the Company terminates your employment on the grounds of your poor performance or in an event of serious misconduct then leaves would not be en-cashed.

13. ABSENCE FROM EMPLOYMENT WITHOUT PRIOR APPROVAL:

An employee shall be considered to be absconding when absent from duty, without any sanction of leave or a verbal intimation, and is not reachable for two or more working days via phone or email. In such case of an absconding employee the Company would consider that employee to have voluntarily terminated his/ her employment.

14. TEN MONTHS (10) OF EMPLOYMENT BOND:

The Company would need to invest in your training and bring you to a level where you can contribute to professional project(s), thus the Company looks forward to 10 months of employment bond after you successfully complete your probationary period. On breach of this agreement, you are liable to pay the Company an amount equal to the Fixed Salary for unserved bond period.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122604

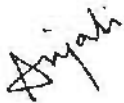
Your employment / services will be governed by the Company's rules and regulations applicable from time to time.

This letter of appointment/ agreement shall automatically stand revoked in the event of your not joining the Company on or before the date mentioned in this letter of appointment/agreement.

It is a pleasure to welcome you as an employee of "Thoughts2Binary Consulting and Solutions LLP". We are confident that your employment with the Company will prove mutually beneficial & rewarding, and we look forward to having you join us.

Dear Akash, we look forward to your successful and long-term career at Thoughts2Binary!(T2B)

Yours truly,



Anjali Madan
Human Resources
Thoughts2Binary Consulting And Solutions LLP

I accept the letter of appointment/ agreement on the terms and conditions as described in this letter of appointment/ agreement.

ACKNOWLEDGEMENT

.....

Akash Singh

Date:



Principal
Dronacharya College of Engg.
Farrukh Nagar - 120004

September 26, 2022

Dear Bhumika Wadhwa,

We are pleased to offer you an appointment with **Thoughts2Binary Consulting And Solutions LLP** ("the Company") in the position of '**Associate Software Engineer**' on the terms and conditions set out herein after:

1. EMPLOYEMENT:

Your effective date of joining shall be no later than **October 10, 2022**. Your employment with the Company may be subject to successful pre-and/or post-employment background checks, accuracy of the testimonials and information provided by you.

2. PROBATION:

You will serve a minimum probation period of Two months from the date of your joining the Company ("Probation"). The Company reserves the right to extend the Probation period for an additional one month in the event that your performance is not up to the expectation. You will be deemed to continue probation until you are confirmed, and your confirmation has been communicated to you.

Your performance will be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations / policies existing now or in future.

3. PLACE OF POSTING:

Your place of posting shall be at Gurgaon office which is located Unit: 212A Tower A, 2nd Floor, Spaze ITech Park, Sohna Road, Sector 49, Gurugram and Haryana, 122018.

4. PERFORMANCE OF DUTIES:

You shall be assigned with all the duties and responsibilities of 'Associate Software Engineer' and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

5. HOURS OF WORK:

Your normal hours will be 09 hours each day. Our workweek runs from Monday to Friday. We have the right to vary the number of hours, days and times which you work to meet the needs of the business you are working in. You will be required to work the hours necessary to fulfill the responsibilities of your role. Your role does not qualify for overtime payment for any additional hours worked.


Principal
Bronacharya College of Engg.
Farrukh Nagar - 122604



6. COMPENSATION:

As compensation for services to be rendered, you shall be paid an annual CTC of INR 4,80,000 (pre-deductions). Please find the breakup of CTC as follows:

Description	Annual	Monthly
Basic	240,000	20,000
House Rent Allowance	96,000	8,000
Special Allowance	62,400	5,200
TOTAL FIXED SALARY	398,400	33,200
Annual Variable	60,000	
Provident Fund (Employer's Contribution)	21,600	
Gross Salary	480,000	

- For Provident Fund, the employee would contribute an amount equal to that of the employer and the same would come of the Total Fixed Salary of the employee (the current employee contribution is INR 1800 per month).
- Please understand that Variable Salary is subject to company's as well as your performance during the variable cycle term.
- Take home salary will be net of Provident Fund and Income Tax deductions depending on your savings under various schemes.

Annual Variable Salary Payout: Your variable cycle term is annual i.e.; you would be eligible for variable salary post the successful completion of annual employment as an active employee. Employment duration in notice period would not be considered as an active employee employment.

If there is a shortfall in employment duration of variable cycle term (i.e., annual) then NO variable payout would be processed for partial completion of variable cycle term.

The fixed salary shall be payable on monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month.

Please note your salary details are highly confidential and shall not be disclosed inside or outside the organization by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of employment.

By accepting this letter of appointment/agreement you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122504



7. LEAVES AND HOLIDAYS ENTITLEMENT:

Our leaves and holiday year runs from 1 January to 31 December.

All leaves must be agreed in advance with your manager. After successful completion of the probationary period, you will be entitled to two earned leaves per month. Leaves will be accrued on the last day of the calendar month. Leaves can only be availed post the accrual of the leaves.

One sick leave would be allowed per month in probationary period and un-availed sick leave in probationary period would not be carried forward.

During probationary period or in Notice Period no earned leave would be accrued.

Ten Annual Public holidays are published each year in January. Public holidays are over and above the leaves. The Company reserves the right to ask you to work on a public holiday for which you may be entitled to take an alternative holiday.

8. CONFIDENTIALITY:

During your employment you will have access to confidential Company, shareholder, related and affiliated entities and client information (collectively "Confidential Information"). Confidential Information shall include any information concerning or relating to the Company on the business of the Company including and comprising trade secrets, secret formulae, computer hardware and software programs and designs, databases, trading information regarding the Company, its shareholders and related and affiliated entities and clients of the Company, specifications, financial and accounting information customer and supplier names, correspondence, negotiations and/or contracts with customers and suppliers, market research, performance data and marketing strategies, research and development plans and expenditure research databases and other information or material that the Company in the future may indicate is confidential, or which may be apparent is confidential. It is a condition of your employment not to disclose, directly or indirectly, to any person or persons, any affairs of the Company or any related or affiliated entity or client which is commercially sensitive or the disclosure of which would adversely affect the Company, its shareholders, related or affiliated entities and /or the Company's clients. This obligation survives the termination of your employment with the Company.

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123505



9. ALTERNATIVE EMPLOYMENT:

Please note that you are restricted from accepting any other employment or carry on any other commercial activity while engaged by us without our prior specific written approval.

In addition, you agree that, while employed with the Company, you shall not perform work or provide services similar to those provided by you to the Company (including as employee, independent contractor, consultant principal, agent, director, joint venture, partner, trustee, beneficiary), directly or indirectly, for any person or entity that competes with the business of the Company.

10. INTELLECTUAL PROPERTY:

You acknowledge that all property (whether tangible or intangible) which is created, developed, expanded, added to and / or modified in any manner by you during your employment is, and will remain, the sole and exclusive property of the Company at all the times during your employment and following termination.

11. NOTICE PERIOD AND TERMINATION OF EMPLOYMENT:

During the period of employment, you may choose to terminate this agreement by formal resignation in writing to the Company with 15 days' notice (during your probationary period) or Two months' notice (post completion of probationary period).

In case you are unable to serve the mandatory notice period you would be liable to pay the Company an amount equal to the Fixed Salary for the entire duration or the shortfall of the notice period as applicable.

Post receiving your resignation, the company would inform you of your last working day which may be the last day of your notice period or a part thereof as necessary.

Outstanding leaves can't be adjusted against the Notice Period. Any absence during the notice period would either lead to extension of the last working day or loss of pay at the Company's discretion.

During the notice period you would be eligible for the Fixed Salary and would be paid the pro-rated amount as per the served last working day with the Company.

**Principal
Bronacharya College of Engg
Farukh Nagar - 123005**

Termination of employment by the Company on grounds of your poor performance or serious misconduct:

If the Company terminates this agreement on the grounds of your poor performance or in an event of serious misconduct. Such circumstances can include but not limited to: Criminal Offence, theft, fraud, embezzlement, intoxication, violence, sexual harassment, damage to the Company's reputation etc. then the Company reserves the full rights to relieve you from your services without providing any notice period or amount in lieu thereof.

On your last working day, you shall:

- a) Deliver to the Company or as may be directed all confidential information and
- b) Return to the Company all equipment and other property belonging to the Company.

12. LEAVES ENCASHMENT AS A PART OF FULL AND FINAL SETTLEMENT:

You would be applicable for leaves encashment as a part of full and final settlement only if you would serve complete notice period professionally and amicably. If there is a shortfall in notice period service or the Company terminates your employment on the grounds of your poor performance or in an event of serious misconduct then leaves would not be en-cashed.

13. ABSENCE FROM EMPLOYMENT WITHOUT PRIOR APPROVAL:

An employee shall be considered to be absconding when absent from duty, without any sanction of leave or a verbal intimation, and is not reachable for two or more working days via phone or email. In such case of an absconding employee the Company would consider that employee to have voluntarily terminated his/ her employment.

14. TEN MONTHS (10) OF EMPLOYMENT BOND:

The Company would need to invest in your training and bring you to a level where you can contribute to professional project(s), thus the Company looks forward to 10 months of employment bond after you successfully complete your probationary period. On breach of this agreement, you are liable to pay the Company an amount equal to the Fixed Salary for unserved bond period.



Principal
Bronacharya College of Engg
Farrukh Nagar - 123505



Your employment / services will be governed by the Company's rules and regulations applicable from time to time.

This letter of appointment/ agreement shall automatically stand revoked in the event of your not joining the Company on or before the date mentioned in this letter of appointment/ agreement.

It is a pleasure to welcome you as an employee of "Thoughts2Binary Consulting and Solutions LLP". We are confident that your employment with the Company will prove mutually beneficial & rewarding, and we look forward to having you join us.

Dear Bhumika, we look forward to your successful and long-term career at Thoughts2Binary!(T2B)

Yours truly,

Bhawna Prasad
Human Resources
Thoughts2Binary Consulting And Solutions LLP

I accept the letter of appointment/ agreement on the terms and conditions as described in this letter of appointment/ agreement.

ACKNOWLEDGEMENT

.....

Bhumika Wadhwa

Date:

Principal
Bronacharya College of Engg.
Farrukh Nagar - 123503



September 27, 2022

Dear Jatin Chawla,

We are pleased to offer you an appointment with **Thoughts2Binary Consulting And Solutions LLP** ("the Company") in the position of '**Associate Software Engineer**' On the terms and conditions set out hereinafter:

1. EMPLOYEMENT:

Your effective date of joining shall be no later than **October 10, 2022**. Your employment with the Company may be subject to successful pre-and/or post-employment background checks, accuracy of the testimonials and information provided by you.

2. PROBATION:

You will serve a minimum probation period of two months from the date of your joining the Company ("Probation"). The Company reserves the right to extend the Probation period for an additional one month in the event that your performance is not up to the expectation. You will be deemed to continue probation until you are confirmed, and your confirmation has been communicated to you.

Your performance will be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations / policies existing now or in future.

3. PLACE OF POSTING:

Your place of posting shall be at Gurgaon office which is located Unit: 212A Tower A, 2nd Floor, Spaze ITech Park, Sohna Road, Sector 49, Gurugram and Haryana, 122018.

4. PERFORMANCE OF DUTIES:

You shall be assigned with all the duties and responsibilities of 'Associate Software Engineer' and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

5. HOURS OF WORK:

Your normal hours will be 09 hours each day. Our workweek runs from Monday to Friday. We have the right to vary the number of hours, days and times which you work to meet the needs of the business you are working in. You will be required to work the hours necessary to fulfill the responsibilities of your role. Your role does not qualify for overtime payment for any additional hours worked.


Principal
Bronacharya College of Engg.
Farrukh Nagar - 123504



6. COMPENSATION:

As compensation for services to be rendered, you shall be paid an annual CTC of INR 4, 80,000 (pre-deductions). Please find the breakup of CTC as follows:

Description	Annual	Monthly
Basic	240,000	20,000
House Rent Allowance	96,000	8,000
Special Allowance	62,400	5,200
TOTAL FIXED SALARY	398,400	33,200
Annual Variable	60,000	
Provident Fund(Employer's Contribution)	21,600	
Gross Salary	480,000	

- For Provident Fund, the employee would contribute an amount equal to that of the employer and the same would come of the Total Fixed Salary of the employee (the current employee contribution is INR 1800 per month).
- Please understand that Variable Salary is subject to company's as well as your performance during the variable cycle term.
- Take home salary will be net of Provident Fund and Income Tax deductions depending on your savings under various schemes.

Annual Variable Salary Payout: Your variable cycle term is annual i.e.; you would be eligible for variable salary post the successful completion of annual employment as an active employee. Employment duration in notice period would not be considered as an active employee employment.

If there is a shortfall in employment duration of variable cycle term (i.e., annual) then NO variable payout would be processed for partial completion of variable cycle term.

The fixed salary shall be payable on monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month.

Please note your salary details are highly confidential and shall not be disclosed inside or outside the organization by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of employment.

By accepting this letter of appointment/agreement you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

Principal

Bronacharya College of Engg

Faridkot Nagar - 123505

Thoughts2BinaryConsulting And Solution

Office: Unit 212 A, Tower A, 2nd floor, Spaze Itech Park, Sohna Road, Sector 49
Gurugram, Haryana 122018



7. LEAVES AND HOLIDAYS ENTITLEMENT:

Our leaves and holiday year runs from 1 January to 31 December. All leaves must be agreed in advance with your manager. After successful completion of the probationary period, you will be entitled to two earned leaves per month. Leaves will be accrued on the last day of the calendar month. Leaves can only be availed post the accrual of the leaves.

One sick leave would be allowed per month in probationary period and un-availed sick leave in probationary period would not be carried forward.

During probationary period or in Notice Period no earned leave would be accrued.

Ten Annual Public holidays are published each year in January. Public holidays are over and above the leaves. The Company reserves the right to ask you to work on a public holiday for which you may be entitled to take an alternative holiday.

8. CONFIDENTIALITY:

During your employment you will have access to confidential Company, shareholder, related and affiliated entities and client information (collectively "Confidential Information"). Confidential Information shall include any information concerning or relating to the Company on the business of the Company including and comprising trade secrets, secret formulae, computer hardware and software programs and designs, databases, trading information regarding the Company, its shareholders and related and affiliated entities and clients of the Company, specifications, financial and accounting information customer and supplier names, correspondence, negotiations and/or contracts with customers and suppliers, market research, performance data and marketing strategies, research and development plans and expenditure research databases and other information or material that the Company in the future may indicate is confidential, or which may be apparent is confidential. It is a condition of your employment not to disclose, directly or indirectly, to any person or persons, any affairs of the Company or any related or affiliated entity or client which is commercially sensitive or the disclosure of which would adversely affect the Company, its shareholders, related or affiliated entities and /or the Company's clients. This obligation survives the termination of your employment with the Company.



Principal
Dronacharya College of Engg.
Farrukh Nagar - 122604



9. ALTERNATIVE EMPLOYMENT:

Please note that you are restricted from accepting any other employment or carry on any other commercial activity while engaged by us without our prior specific written approval.

In addition, you agree that, while employed with the Company, you shall not perform work or provide services similar to those provided by you to the Company (including as employee, independent contractor, consultant principal, agent, director, joint venture, partner, trustee, beneficiary), directly or indirectly, for any person or entity that competes with the business of the Company.

10. INTELLECTUAL PROPERTY:

You acknowledge that all property (whether tangible or intangible) which is created, developed, expanded, added to and / or modified in any manner by you during your employment is, and will remain, the sole and exclusive property of the Company at all the times during your employment and following termination.

11. NOTICE PERIOD AND TERMINATION OF EMPLOYMENT:

During the period of employment, you may choose to terminate this agreement by formal resignation in writing to the Company with 15 days' notice (during your probationary period) or Two months' notice (post completion of probationary period).

In case you are unable to serve the mandatory notice period you would be liable to pay the Company an amount equal to the Fixed Salary for the entire duration or the shortfall of the notice period as applicable.

Post receiving your resignation, the company would inform you of your last working day which may be the last day of your notice period or a part there off as necessary.

Outstanding leaves can't be adjusted against the Notice Period. Any absence during the notice period would either lead to extension of the last working day or loss of pay at the Company's discretion.

During the notice period you would be eligible for the Fixed Salary and would be paid the pro-rated amount as per the served last working day with the Company.

**Principal
Dronacharya College of Engg.
Farrukh Nagar - 123509**



Termination of employment by the Company on grounds of your poor performance or serious misconduct:

If the Company terminates this agreement on the grounds of your poor performance or in an event of serious misconduct. Such circumstances can include but not limited to: Criminal Offence, theft, fraud, embezzlement, intoxication, violence, sexual harassment, damage to the Company's reputation etc. then the Company reserves the full rights to relieve you from your services without providing any notice period or amount in lieu thereof.

On your last working day, you shall:

- a) Deliver to the Company or as may be directed all confidential information and
- b) Return to the Company all equipment and other property belonging to the Company.

12. LEAVES ENCASHMENT AS A PART OF FULL AND FINAL SETTLEMENT:

You would be applicable for leaves encashment as a part of full and final settlement only if you would serve complete notice period professionally and amicably. If there is a shortfall in notice period service or the Company terminates your employment on the grounds of your poor performance or in an event of serious misconduct then leaves would not be en-cashed.

13. ABSENCE FROM EMPLOYMENT WITHOUT PRIOR APPROVAL:

An employee shall be considered to be absconding when absent from duty, without any sanction of leave or a verbal intimation, and is not reachable for two or more working days via phone or email. In such case of an absconding employee the Company would consider that employee to have voluntarily terminated his/ her employment.

14. TEN MONTHS (10) OF EMPLOYMENT BOND:

The Company would need to invest in your training and bring you to a level where you can contribute to professional project(s), thus the Company looks forward to 10 months of employment bond after you successfully complete your probationary period. On breach of this agreement, you are liable to pay the Company an amount equal to the Fixed Salary for unserved bond period.


Principal
Dronacharya College of Engg.
Faridkot Nagar - 123505



thoughts:binary

Your employment / services will be governed by the Company's rules and regulations applicable from time to time.

This letter of appointment/ agreement shall automatically stand revoked in the event of your not joining the Company on or before the date mentioned in this letter of appointment/agreement.

It is a pleasure to welcome you as an employee of "Thoughts2Binary Consulting and Solutions LLP". We are confident that your employment with the Company will prove mutually beneficial & rewarding, and we look forward to having you join us.

Dear Jatin, we look forward to your successful and long-term career at Thoughts2Binary!(T2B)

Yours truly,

Bhawna Prasad
Human Resources
Thoughts2Binary Consulting And Solutions LLP

I accept the letter of appointment/ agreement on the terms and conditions as described in this letter of appointment/ agreement.

ACKNOWLEDGEMENT

.....

Date:

Jatin Chawla

Principal
Dronacharya College of Engg.
Farukh Nagar - 123505

Thoughts2Binary Consulting And Solutions LLP
Office: Unit 212 A, Tower A, 2nd floor, Spaze Itech Park, Sohna Road, Sector 49
Gurugram, Haryana 122018



December 26, 2022

Dear Mehak,

We are pleased to offer you an appointment with **Thoughts2Binary Consulting And Solutions LLP** ("the Company") in the position of '**Associate Software Engineer**'
On the terms and conditions set out hereinafter:

1. EMPLOYEMENT:

Your effective date of joining shall be no later than **January 02, 2023**. Your employment with the Company may be subject to successful pre-and/or post-employment background checks, accuracy of the testimonials and information provided by you.

2. PROBATION:

You will serve a minimum probation period of two months from the date of your joining the Company ("Probation"). The Company reserves the right to extend the Probation period for an additional one month in the event that your performance is not up to the expectation. You will be deemed to continue probation until you are confirmed, and your confirmation has been communicated to you.

Your performance will be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations / policies existing now or in future.

3. PLACE OF POSTING:

Your place of posting shall be at Gurgaon office which is located Unit: 212A Tower A, 2nd Floor, Spaze ITech Park, Sohna Road, Sector 49, Gurugram and Haryana, 122018.

4. PERFORMANCE OF DUTIES:

You shall be assigned with all the duties and responsibilities of 'Associate Software Engineer' and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

5. HOURS OF WORK:

Your normal hours will be 09 hours each day. Our workweek runs from Monday to Friday. We have the right to vary the number of hours, days and times which you work to meet the needs of the business you are working in. You will be required to work the hours necessary to fulfill the responsibilities of your role. Your role does not qualify for overtime payment for any additional hours worked.


Principal

Dronacharya College of Engg.
Farukh Nagar - 122506



6. COMPENSATION:

As compensation for services to be rendered, you shall be paid an annual **CTC of INR 4, 80,000 (pre-deductions)**. Please find the breakup of CTC as follows:

Description	Annual	Monthly
Basic	240,000	20,000
House Rent Allowance	120,000	10,000
Special Allowance	38,400	3,200
TOTAL FIXED SALARY	398,400	33,200
Annual Variable	60,000	
Provident Fund(Employer's Contribution)	21,600	
Gross Salary	480,000	

- For Provident Fund, the employee would contribute an amount equal to that of the employer and the same would come of the Total Fixed Salary of the employee (the current employee contribution is INR 1800 per month).
- Please understand that Variable Salary is subject to company's as well as your performance during the variable cycle term.
- Take home salary will be net of Provident Fund and Income Tax deductions depending on your savings under various schemes.

Annual Variable Salary Payout: Your variable cycle term is annual i.e.; you would be eligible for variable salary post the successful completion of annual employment as an active employee. Employment duration in notice period would not be considered as an active employee employment.

If there is a shortfall in employment duration of variable cycle term (i.e., annual) then NO variable payout would be processed for partial completion of variable cycle term.

The fixed salary shall be payable on monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month.

Please note your salary details are highly confidential and shall not be disclosed inside or outside the organization by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of employment.

By accepting this letter of appointment/agreement you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.


Principal

Dronacharya College of Engg.
Farrukh Nagar - 122604



7. LEAVES AND HOLIDAYS ENTITLEMENT:

Our leaves and holiday year runs from 1 January to 31 December.

All leaves must be agreed in advance with your manager. After successful completion of the probationary period, you will be entitled to two earned leaves per month. Leaves will be accrued on the last day of the calendar month. Leaves can only be availed post the accrual of the leaves.

One sick leave would be allowed per month in probationary period and un-availed sick leave in probationary period would not be carried forward.

During probationary period or in Notice Period no earned leave would be accrued.

Ten Annual Public holidays are published each year in January. Public holidays are over and above the leaves. The Company reserves the right to ask you to work on a public holiday for which you may be entitled to take an alternative holiday.

8. CONFIDENTIALITY:

During your employment you will have access to confidential Company, shareholder, related and affiliated entities and client information (collectively "Confidential Information"). Confidential Information shall include any information concerning or relating to the Company on the business of the Company including and comprising trade secrets, secret formulae, computer hardware and software programs and designs, databases, trading information regarding the Company, its shareholders and related and affiliated entities and clients of the Company, specifications, financial and accounting information customer and supplier names, correspondence, negotiations and/or contracts with customers and suppliers, market research, performance data and marketing strategies, research and development plans and expenditure research databases and other information or material that the Company in the future may indicate is confidential, or which may be apparent is confidential. It is a condition of your employment not to disclose, directly or indirectly, to any person or persons, any affairs of the Company or any related or affiliated entity or client which is commercially sensitive or the disclosure of which would adversely affect the Company, its shareholders, related or affiliated entities and /or the Company's clients. This obligation survives the termination of your employment with the Company.


Principal
Brenacharya College of Engg
Farrukh Nagar - 123567



9. ALTERNATIVE EMPLOYMENT:

Please note that you are restricted from accepting any other employment or carry on any other commercial activity while engaged by us without our prior specific written approval.

In addition, you agree that, while employed with the Company, you shall not perform work or provide services similar to those provided by you to the Company (including as employee, independent contractor, consultant principal, agent, director, joint venture, partner, trustee, beneficiary), directly or indirectly, for any person or entity that competes with the business of the Company.

10. INTELLECTUAL PROPERTY:

You acknowledge that all property (whether tangible or intangible) which is created, developed, expanded, added to and / or modified in any manner by you during your employment is, and will remain, the sole and exclusive property of the Company at all the times during your employment and following termination.

11. NOTICE PERIOD AND TERMINATION OF EMPLOYMENT:

During the period of employment, you may choose to terminate this agreement by formal resignation in writing to the Company with 15 days' notice (during your probationary period) or Two months' notice (post completion of probationary period).

In case you are unable to serve the mandatory notice period you would be liable to pay the Company an amount equal to the Fixed Salary for the entire duration or the shortfall of the notice period as applicable.

Post receiving your resignation, the company would inform you of your last working day which may be the last day of your notice period or a part there off as necessary.

Outstanding leaves can't be adjusted against the Notice Period. Any absence during the notice period would either lead to extension of the last working day or loss of pay at the Company's discretion.

During the notice period you would be eligible for the Fixed Salary and would be paid the pro-rated amount as per the served last working day with the Company.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122604



Termination of employment by the Company on grounds of your poor performance or serious misconduct:

If the Company terminates this agreement on the grounds of your poor performance or in an event of serious misconduct. Such circumstances can include but not limited to: Criminal Offence, theft, fraud, embezzlement, intoxication, violence, sexual harassment, damage to the Company's reputation etc. then the Company reserves the full rights to relieve you from your services without providing any notice period or amount in lieu thereof.

On your last working day, you shall:

- a) Deliver to the Company or as may be directed all confidential information and
- b) Return to the Company all equipment and other property belonging to the Company.

12. LEAVES ENCASHMENT AS A PART OF FULL AND FINAL SETTLEMENT:

You would be applicable for leaves encashment as a part of full and final settlement only if you would serve complete notice period professionally and amicably. If there is a shortfall in notice period service or the Company terminates your employment on the grounds of your poor performance or in an event of serious misconduct then leaves would not be en-cashed.

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An employee shall be considered to be absconding when absent from duty, without any sanction of leave or a verbal intimation, and is not reachable for two or more working days via phone or email. In such case of an absconding employee the Company would consider that employee to have voluntarily terminated his/ her employment.

14. TEN MONTHS (10) OF EMPLOYMENT BOND:

The Company would need to invest in your training and bring you to a level where you can contribute to professional project(s), thus the Company looks forward to 10 months of employment bond after you successfully complete your probationary period. On breach of this agreement, you are liable to pay the Company an amount equal to the Fixed Salary for unserved bond period.


Principal
Bronacharya College of Engg.
Farrukh Nagar - 125504



thoughts binary

Your employment / services will be governed by the Company's rules and regulations applicable from time to time.

This letter of appointment/ agreement shall automatically stand revoked in the event of your not joining the Company on or before the date mentioned in this letter of appointment/ agreement.

It is a pleasure to welcome you as an employee of "Thoughts2Binary Consulting and Solutions LLP". We are confident that your employment with the Company will prove mutually beneficial & rewarding, and we look forward to having you join us.

Dear Mehak, we look forward to your successful and long-term career at Thoughts2Binary!(T2B)

Yours truly,

Anjali Madan
Human Resources
Thoughts2Binary Consulting And Solutions LLP

I accept the letter of appointment/ agreement on the terms and conditions as described in this letter of appointment/ agreement.

ACKNOWLEDGEMENT

.....

Mehak

Date:
Principal
Dronacharya College of Engg.
Farukh Nagar-122605



December 26, 2022

Dear Nitesh Saini,

We are pleased to offer you an appointment with **Thoughts2Binary Consulting And Solutions LLP** ("the Company") in the position of '**Associate Software Engineer**' On the terms and conditions set out hereinafter:

1. EMPLOYMENT:

Your effective date of joining shall be no later than **January 02, 2023**. Your employment with the Company may be subject to successful pre-and/or post-employment background checks, accuracy of the testimonials and information provided by you.

2. PROBATION:

You will serve a minimum probation period of two months from the date of your joining the Company ("Probation"). The Company reserves the right to extend the Probation period for an additional one month in the event that your performance is not up to the expectation. You will be deemed to continue probation until you are confirmed, and your confirmation has been communicated to you.

Your performance will be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations / policies existing now or in future.

3. PLACE OF POSTING:

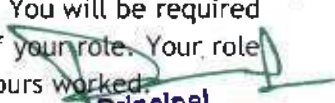
Your place of posting shall be at Gurgaon office which is located Unit: 212A Tower A, 2nd Floor, Spaze ITech Park, Sohna Road, Sector 49, Gurugram and Haryana, 122018.

4. PERFORMANCE OF DUTIES:

You shall be assigned with all the duties and responsibilities of 'Associate Software Engineer' and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

5. HOURS OF WORK:

Your normal hours will be 09 hours each day. Our workweek runs from Monday to Friday. We have the right to vary the number of hours, days and times which you work to meet the needs of the business you are working in. You will be required to work the hours necessary to fulfill the responsibilities of your role. Your role does not qualify for overtime payment for any additional hours worked.


Principal
Dronacharya College of Engg
Farrukh Nagar - 122609



6. COMPENSATION:

As compensation for services to be rendered, you shall be paid an annual **CTC of INR 4, 80,000 (pre-deductions)**. Please find the breakup of CTC as follows:

Description	Annual	Monthly
Basic	240,000	20,000
House Rent Allowance	120,000	10,000
Special Allowance	38,400	3,200
TOTAL FIXED SALARY	398,400	33,200
Annual Variable	60,000	
Provident Fund(Employer's Contribution)	21,600	
Gross Salary	480,000	

- For Provident Fund, the employee would contribute an amount equal to that of the employer and the same would come of the Total Fixed Salary of the employee (the current employee contribution is INR 1800 per month).
- Please understand that Variable Salary is subject to company's as well as your performance during the variable cycle term.
- Take home salary will be net of Provident Fund and Income Tax deductions depending on your savings under various schemes.

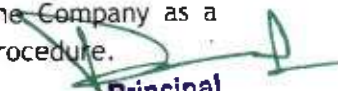
Annual Variable Salary Payout: Your variable cycle term is annual i.e.; you would be eligible for variable salary post the successful completion of annual employment as an active employee. Employment duration in notice period would not be considered as an active employee employment.

If there is a shortfall in employment duration of variable cycle term (i.e., annual) then NO variable payout would be processed for partial completion of variable cycle term.

The fixed salary shall be payable on monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month.

Please note your salary details are highly confidential and shall not be disclosed inside or outside the organization by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of employment.

By accepting this letter of appointment/agreement you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.


Principal
Bronacharya College of Engg
Farrukh Nagar - 123505



7. LEAVES AND HOLIDAYS ENTITLEMENT:

Our leaves and holiday year runs from 1 January to 31 December.

All leaves must be agreed in advance with your manager. After successful completion of the probationary period, you will be entitled to two earned leaves per month. Leaves will be accrued on the last day of the calendar month. Leaves can only be availed post the accrual of the leaves.

One sick leave would be allowed per month in probationary period and un-availed sick leave in probationary period would not be carried forward.

During probationary period or in Notice Period no earned leave would be accrued.

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8. CONFIDENTIALITY:

During your employment you will have access to confidential Company, shareholder, related and affiliated entities and client information (collectively "Confidential Information"). Confidential Information shall include any information concerning or relating to the Company on the business of the Company including and comprising trade secrets, secrete formulae, computer hardware and software programs and designs, databases, trading information regarding the Company, its shareholders and related and affiliated entities and clients of the Company, specifications, financial and accounting information customer and supplier names, correspondence, negotiations and/or contracts with customers and suppliers, market research, performance data and marketing strategies, research and development plans and expenditure research databases and other information or material that the Company in the future may indicate is confidential, or which may be apparent is confidential. It is a condition of your employment not to disclose, directly or indirectly, to any person or persons, any affairs of the Company or any related or affiliated entity or client which is commercially sensitive or the disclosure of which would adversely affect the Company, its shareholders, related or affiliated entities and /or the Company's clients. This obligation survives the termination of your employment with the Company.

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123504



9. ALTERNATIVE EMPLOYMENT:

Please note that you are restricted from accepting any other employment or carry on any other commercial activity while engaged by us without our prior specific written approval.

In addition, you agree that, while employed with the Company, you shall not perform work or provide services similar to those provided by you to the Company (including as employee, independent contractor, consultant principal, agent, director, joint venture, partner, trustee, beneficiary), directly or indirectly, for any person or entity that competes with the business of the Company.

10. INTELLECTUAL PROPERTY:

You acknowledge that all property (whether tangible or intangible) which is created, developed, expanded, added to and / or modified in any manner by you during your employment is, and will remain, the sole and exclusive property of the Company at all the times during your employment and following termination.

11. NOTICE PERIOD AND TERMINATION OF EMPLOYMENT:

During the period of employment, you may choose to terminate this agreement by formal resignation in writing to the Company with 15 days' notice (during your probationary period) or Two months' notice (post completion of probationary period).

In case you are unable to serve the mandatory notice period you would be liable to pay the Company an amount equal to the Fixed Salary for the entire duration or the shortfall of the notice period as applicable.

Post receiving your resignation, the company would inform you of your last working day which may be the last day of your notice period or a part there off as necessary.

Outstanding leaves can't be adjusted against the Notice Period. Any absence during the notice period would either lead to extension of the last working day or loss of pay at the Company's discretion.

During the notice period you would be eligible for the Fixed Salary and would be paid the pro-rated amount as per the served last working day with the Company.


Principal
Dronacharya College of Engg
Farrukh Nagar - 123505



Termination of employment by the Company on grounds of your poor performance or serious misconduct:

If the Company terminates this agreement on the grounds of your poor performance or in an event of serious misconduct. Such circumstances can include but not limited to: Criminal Offence, theft, fraud, embezzlement, intoxication, violence, sexual harassment, damage to the Company's reputation etc. then the Company reserves the full rights to relieve you from your services without providing any notice period or amount in lieu thereof.

On your last working day, you shall:

- a) Deliver to the Company or as may be directed all confidential information and
- b) Return to the Company all equipment and other property belonging to the Company.

12. LEAVES ENCASHMENT AS A PART OF FULL AND FINAL SETTLEMENT:

You would be applicable for leaves encashment as a part of full and final settlement only if you would serve complete notice period professionally and amicably. If there is a shortfall in notice period service or the Company terminates your employment on the grounds of your poor performance or in an event of serious misconduct then leaves would not be en-cashed.

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An employee shall be considered to be absconding when absent from duty, without any sanction of leave or a verbal intimation, and is not reachable for two or more working days via phone or email. In such case of an absconding employee the Company would consider that employee to have voluntarily terminated his/ her employment.

14. TEN MONTHS (10) OF EMPLOYMENT BOND:

The Company would need to invest in your training and bring you to a level where you can contribute to professional project(s), thus the Company looks forward to 10 months of employment bond after you successfully complete your probationary period. On breach of this agreement, you are liable to pay the Company an amount equal to the Fixed Salary for unserved bond period.


Principal
Dronacharya College of Engg
Farrukh Nagar - 123505

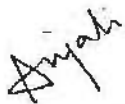
Your employment / services will be governed by the Company's rules and regulations applicable from time to time.

This letter of appointment/ agreement shall automatically stand revoked in the event of your not joining the Company on or before the date mentioned in this letter of appointment/agreement.

It is a pleasure to welcome you as an employee of "Thoughts2Binary Consulting and Solutions LLP". We are confident that your employment with the Company will prove mutually beneficial & rewarding, and we look forward to having you join us.

Dear Nitesh, we look forward to your successful and long-term career at Thoughts2Binary!(T2B)

Yours truly,



Anjali Madan
Human Resources
Thoughts2Binary Consulting And Solutions LLP

I accept the letter of appointment/ agreement on the terms and conditions as described in this letter of appointment/ agreement.

ACKNOWLEDGEMENT

.....

Nitesh Saini



Principal
Dronacharya College of Engg.
Date: Farrukh Nagar -123505

December 26, 2022

Dear Om Thakur,

We are pleased to offer you an appointment with **Thoughts2Binary Consulting And Solutions LLP** ("the Company") in the position of '**Associate Software Engineer**'
On the terms and conditions set out hereinafter:

1. EMPLOYMENT:

Your effective date of joining shall be no later than **January 02, 2023**. Your employment with the Company may be subject to successful pre-and/or post-employment background checks, accuracy of the testimonials and information provided by you.

2. PROBATION:

You will serve a minimum probation period of two months from the date of your joining the Company ("Probation"). The Company reserves the right to extend the Probation period for an additional one month in the event that your performance is not up to the expectation. You will be deemed to continue probation until you are confirmed, and your confirmation has been communicated to you.

Your performance will be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations / policies existing now or in future.

3. PLACE OF POSTING:

Your place of posting shall be at Gurgaon office which is located Unit: 212A Tower A, 2nd Floor, Spaze ITech Park, Sohna Road, Sector 49, Gurugram and Haryana, 122018.

4. PERFORMANCE OF DUTIES:

You shall be assigned with all the duties and responsibilities of 'Associate Software Engineer' and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

5. HOURS OF WORK:

Your normal hours will be 09 hours each day. Our workweek runs from Monday to Friday. We have the right to vary the number of hours, days and times which you work to meet the needs of the business you are working in. You will be required to work the hours necessary to fulfill the responsibilities of your role. Your role does not qualify for overtime payment for any additional hours worked.


Principal
Bronacharya College of Engg
Farukh Nagar - 123508



6. COMPENSATION:

As compensation for services to be rendered, you shall be paid an annual **CTC of INR 4, 80,000 (pre-deductions)**. Please find the breakup of CTC as follows:

Description	Annual	Monthly
Basic	240,000	20,000
House Rent Allowance	96,000	8,000
Special Allowance	62,400	5,200
TOTAL FIXED SALARY	398,400	33,200
Annual Variable	60,000	
Provident Fund (Employer's Contribution)	21,600	
CTC	480,000	

- For Provident Fund, the employee would contribute an amount equal to that of the employer and the same would come of the Total Fixed Salary of the employee (the current employee contribution is INR 1800 per month).
- Please understand that Variable Salary is subject to company's as well as your performance during the variable cycle term.
- Take home salary will be net of Provident Fund and Income Tax deductions depending on your savings under various schemes.

Annual Variable Salary Payout: Your variable cycle term is annual i.e.; you would be eligible for variable salary post the successful completion of annual employment as an active employee. Employment duration in notice period would not be considered as an active employee employment.

If there is a shortfall in employment duration of variable cycle term (i.e., annual) then NO variable payout would be processed for partial completion of variable cycle term.

The fixed salary shall be payable on monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month.

Please note your salary details are highly confidential and shall not be disclosed inside or outside the organization by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of employment.

By accepting this letter of appointment/agreement you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

Principal
Bronacharya College of Engg.
Farrukh Nagar - 128004



7. LEAVES AND HOLIDAYS ENTITLEMENT:

Our leaves and holiday year runs from 1 January to 31 December. All leaves must be agreed in advance with your manager. After successful completion of the probationary period, you will be entitled to two earned leaves per month. Leaves will be accrued on the last day of the calendar month. Leaves can only be availed post the accrual of the leaves.

One sick leave would be allowed per month in probationary period and un-availed sick leave in probationary period would not be carried forward.

During probationary period or in Notice Period no earned leave would be accrued.

Ten Annual Public holidays are published each year in January. Public holidays are over and above the leaves. The Company reserves the right to ask you to work on a public holiday for which you may be entitled to take an alternative holiday.

8. CONFIDENTIALITY:

During your employment you will have access to confidential Company, shareholder, related and affiliated entities and client information (collectively "Confidential Information"). Confidential Information shall include any information concerning or relating to the Company on the business of the Company including and comprising trade secrets, secret formulae, computer hardware and software programs and designs, databases, trading information regarding the Company, its shareholders and related and affiliated entities and clients of the Company, specifications, financial and accounting information customer and supplier names, correspondence, negotiations and/or contracts with customers and suppliers, market research, performance data and marketing strategies, research and development plans and expenditure research databases and other information or material that the Company in the future may indicate is confidential, or which may be apparent is confidential. It is a condition of your employment not to disclose, directly or indirectly, to any person or persons, any affairs of the Company or any related or affiliated entity or client which is commercially sensitive or the disclosure of which would adversely affect the Company, its shareholders, related or affiliated entities and /or the Company's clients. This obligation survives the termination of your employment with the Company.


Principal
Brenacharya College of Engg
Farukh Nagar - 125001



9. ALTERNATIVE EMPLOYMENT:

Please note that you are restricted from accepting any other employment or carry on any other commercial activity while engaged by us without our prior specific written approval.

In addition, you agree that, while employed with the Company, you shall not perform work or provide services similar to those provided by you to the Company (including as employee, independent contractor, consultant principal, agent, director, joint venture, partner, trustee, beneficiary), directly or indirectly, for any person or entity that competes with the business of the Company.

10. INTELLECTUAL PROPERTY:

You acknowledge that all property (whether tangible or intangible) which is created, developed, expanded, added to and / or modified in any manner by you during your employment is, and will remain, the sole and exclusive property of the Company at all the times during your employment and following termination.

11. NOTICE PERIOD AND TERMINATION OF EMPLOYMENT:

During the period of employment, you may choose to terminate this agreement by formal resignation in writing to the Company with 15 days' notice (during your probationary period) or Two months' notice (post completion of probationary period).

In case you are unable to serve the mandatory notice period you would be liable to pay the Company an amount equal to the Fixed Salary for the entire duration or the shortfall of the notice period as applicable.

Post receiving your resignation, the company would inform you of your last working day which may be the last day of your notice period or a part there off as necessary.

Outstanding leaves can't be adjusted against the Notice Period. Any absence during the notice period would either lead to extension of the last working day or loss of pay at the Company's discretion.

During the notice period you would be eligible for the Fixed Salary and would be paid the pro-rated amount as per the served last working day with the Company.


Principal
Bronacharya College of Engg
Farrukh Nagar - 123506



Termination of employment by the Company on grounds of your poor performance or serious misconduct:

If the Company terminates this agreement on the grounds of your poor performance or in an event of serious misconduct. Such circumstances can include but not limited to: Criminal Offence, theft, fraud, embezzlement, intoxication, violence, sexual harassment, damage to the Company's reputation etc. then the Company reserves the full rights to relieve you from your services without providing any notice period or amount in lieu thereof.

On your last working day, you shall:

- a) Deliver to the Company or as may be directed all confidential information and
- b) Return to the Company all equipment and other property belonging to the Company.

12. LEAVES ENCASHMENT AS A PART OF FULL AND FINAL SETTLEMENT:

You would be applicable for leaves encashment as a part of full and final settlement only if you would serve complete notice period professionally and amicably. If there is a shortfall in notice period service or the Company terminates your employment on the grounds of your poor performance or in an event of serious misconduct then leaves would not be en-cashed.

13. ABSENCE FROM EMPLOYMENT WITHOUT PRIOR APPROVAL:

An employee shall be considered to be absconding when absent from duty, without any sanction of leave or a verbal intimation, and is not reachable for two or more working days via phone or email. In such case of an absconding employee the Company would consider that employee to have voluntarily terminated his/ her employment.

14. TEN MONTHS (10) OF EMPLOYMENT BOND:

The Company would need to invest in your training and bring you to a level where you can contribute to professional project(s), thus the Company looks forward to 10 months of employment bond after you successfully complete your probationary period. On breach of this agreement, you are liable to pay the Company an amount equal to the Fixed Salary for unserved bond period.


Principal
Brenacharya College of Engg.
Farrukh Nagar - 120504



thoughts2binary

Your employment / services will be governed by the Company's rules and regulations applicable from time to time.

This letter of appointment/ agreement shall automatically stand revoked in the event of your not joining the Company on or before the date mentioned in this letter of appointment/agreement.

It is a pleasure to welcome you as an employee of "Thoughts2Binary Consulting and Solutions LLP". We are confident that your employment with the Company will prove mutually beneficial & rewarding, and we look forward to having you join us.

Dear Om, we look forward to your successful and long-term career at Thoughts2Binary!(T2B)

Yours truly,

Anjali Madan
Human Resources
Thoughts2Binary Consulting And Solutions LLP

I accept the letter of appointment/ agreement on the terms and conditions as described in this letter of appointment/ agreement.

ACKNOWLEDGEMENT

.....
Om Thakur

Date:

Principal
Dronacharya College of Engg
Farrukh Nagar - 123503



December 26, 2022

Dear Prashant Sharma,

We are pleased to offer you an appointment with **Thoughts2Binary Consulting And Solutions LLP** ("the Company") in the position of '**Associate Software Engineer**'
On the terms and conditions set out hereinafter:

1. EMPLOYEMENT:

Your effective date of joining shall be no later than **January 02, 2023**. Your employment with the Company may be subject to successful pre-and/or post-employment background checks, accuracy of the testimonials and information provided by you.

2. PROBATION:

You will serve a minimum probation period of two months from the date of your joining the Company ("Probation"). The Company reserves the right to extend the Probation period for an additional one month in the event that your performance is not up to the expectation. You will be deemed to continue probation until you are confirmed, and your confirmation has been communicated to you.

Your performance will be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations / policies existing now or in future.

3. PLACE OF POSTING:


Your place of posting shall be at Gurgaon office which is located Unit: 212A Tower A, 2nd Floor, Spaze ITech Park, Sohna Road, Sector 49, Gurugram and Haryana, 122018.

4. PERFORMANCE OF DUTIES:

You shall be assigned with all the duties and responsibilities of 'Associate Software Engineer' and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

5. HOURS OF WORK:

Your normal hours will be 09 hours each day. Our workweek runs from Monday to Friday. We have the right to vary the number of hours, days and times which you work to meet the needs of the business you are working in. You will be required to work the hours necessary to fulfill the responsibilities of your role. Your role does not qualify for overtime payment for any additional hours worked.


Principal
Dronacharya College of Engg
Farrukh Nagar - 123505



6. COMPENSATION:

As compensation for services to be rendered, you shall be paid an annual **CTC of INR 4, 80,000 (pre-deductions)**. Please find the breakup of CTC as follows:

Description	Annual	Monthly
Basic	240,000	20,000
House Rent Allowance	120,000	10,000
Special Allowance	38,400	3,200
TOTAL FIXED SALARY	398,400	33,200
Annual Variable	60,000	
Provident Fund(Employer's Contribution)	21,600	
Gross Salary	480,000	

- For Provident Fund, the employee would contribute an amount equal to that of the employer and the same would come of the Total Fixed Salary of the employee (the current employee contribution is INR 1800 per month).
- Please understand that Variable Salary is subject to company's as well as your performance during the variable cycle term.
- Take home salary will be net of Provident Fund and Income Tax deductions depending on your savings under various schemes.


Annual Variable Salary Payout: Your variable cycle term is annual i.e.; you would be eligible for variable salary post the successful completion of annual employment as an active employee. Employment duration in notice period would not be considered as an active employee employment.

If there is a shortfall in employment duration of variable cycle term (i.e., annual) then NO variable payout would be processed for partial completion of variable cycle term.

The fixed salary shall be payable on monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month.

Please note your salary details are highly confidential and shall not be disclosed inside or outside the organization by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of employment.

By accepting this letter of appointment/agreement you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.


Principal
Bronacharya College of Engg
Farrukh Nagar - 123505



7. LEAVES AND HOLIDAYS ENTITLEMENT:

Our leaves and holiday year runs from 1 January to 31 December.

All leaves must be agreed in advance with your manager. After successful completion of the probationary period, you will be entitled to two earned leaves per month. Leaves will be accrued on the last day of the calendar month. Leaves can only be availed post the accrual of the leaves.

One sick leave would be allowed per month in probationary period and un-availed sick leave in probationary period would not be carried forward.

During probationary period or in Notice Period no earned leave would be accrued.

Ten Annual Public holidays are published each year in January. Public holidays are over and above the leaves. The Company reserves the right to ask you to work on a public holiday for which you may be entitled to take an alternative holiday.

8. CONFIDENTIALITY:

During your employment you will have access to confidential Company, shareholder, related and affiliated entities and client information (collectively "Confidential Information"). Confidential Information shall include any information concerning or relating to the Company on the business of the Company including and comprising trade secrets, secret formulae, computer hardware and software programs and designs, databases, trading information regarding the Company, its shareholders and related and affiliated entities and clients of the Company, specifications, financial and accounting information customer and supplier names, correspondence, negotiations and/or contracts with customers and suppliers, market research, performance data and marketing strategies, research and development plans and expenditure research databases and other information or material that the Company in the future may indicate is confidential, or which may be apparent is confidential. It is a condition of your employment not to disclose, directly or indirectly, to any person or persons, any affairs of the Company or any related or affiliated entity or client which is commercially sensitive or the disclosure of which would adversely affect the Company, its shareholders, related or affiliated entities and /or the Company's clients. This obligation survives the termination of your employment with the Company.


Principal
Dronacharya College of Engg
Farrukh Nagar - 123506



9. ALTERNATIVE EMPLOYMENT:

Please note that you are restricted from accepting any other employment or carry on any other commercial activity while engaged by us without our prior specific written approval.

In addition, you agree that, while employed with the Company, you shall not perform work or provide services similar to those provided by you to the Company (including as employee, independent contractor, consultant principal, agent, director, joint venture, partner, trustee, beneficiary), directly or indirectly, for any person or entity that competes with the business of the Company.

10. INTELLECTUAL PROPERTY:

You acknowledge that all property (whether tangible or intangible) which is created, developed, expanded, added to and / or modified in any manner by you during your employment is, and will remain, the sole and exclusive property of the Company at all the times during your employment and following termination.

11. NOTICE PERIOD AND TERMINATION OF EMPLOYMENT:

During the period of employment, you may choose to terminate this agreement by formal resignation in writing to the Company with 15 days' notice (during your probationary period) or Two months' notice (post completion of probationary period).

In case you are unable to serve the mandatory notice period you would be liable to pay the Company an amount equal to the Fixed Salary for the entire duration or the shortfall of the notice period as applicable.

Post receiving your resignation, the company would inform you of your last working day which may be the last day of your notice period or a part there off as necessary.

Outstanding leaves can't be adjusted against the Notice Period. Any absence during the notice period would either lead to extension of the last working day or loss of pay at the Company's discretion.

During the notice period you would be eligible for the Fixed Salary and would be paid the pro-rated amount as per the served last working day with the Company.


Principal
College of Engg.
Faridkot Nagar - 142008



Termination of employment by the Company on grounds of your poor performance or serious misconduct:

If the Company terminates this agreement on the grounds of your poor performance or in an event of serious misconduct. Such circumstances can include but not limited to: Criminal Offence, theft, fraud, embezzlement, intoxication, violence, sexual harassment, damage to the Company's reputation etc. then the Company reserves the full rights to relieve you from your services without providing any notice period or amount in lieu thereof.

On your last working day, you shall:

- a) Deliver to the Company or as may be directed all confidential information and
- b) Return to the Company all equipment and other property belonging to the Company.

12. LEAVES ENCASHMENT AS A PART OF FULL AND FINAL SETTLEMENT:

You would be applicable for leaves encashment as a part of full and final settlement only if you would serve complete notice period professionally and amicably. If there is a shortfall in notice period service or the Company terminates your employment on the grounds of your poor performance or in an event of serious misconduct then leaves would not be en-cashed.

13. ABSENCE FROM EMPLOYMENT WITHOUT PRIOR APPROVAL:

An employee shall be considered to be absconding when absent from duty, without any sanction of leave or a verbal intimation, and is not reachable for two or more working days via phone or email. In such case of an absconding employee the Company would consider that employee to have voluntarily terminated his/ her employment.

14. TEN MONTHS (10) OF EMPLOYMENT BOND:

The Company would need to invest in your training and bring you to a level where you can contribute to professional project(s), thus the Company looks forward to 10 months of employment bond after you successfully complete your probationary period. On breach of this agreement, you are liable to pay the Company an amount equal to the Fixed Salary for unserved bond period.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122604



thoughts binary

Your employment / services will be governed by the Company's rules and regulations applicable from time to time.

This letter of appointment/ agreement shall automatically stand revoked in the event of your not joining the Company on or before the date mentioned in this letter of appointment/agreement.

It is a pleasure to welcome you as an employee of "Thoughts2Binary Consulting and Solutions LLP". We are confident that your employment with the Company will prove mutually beneficial & rewarding, and we look forward to having you join us.

Dear Prashant, we look forward to your successful and long-term career at Thoughts2Binary!(T2B)

Yours truly,

Anjali Madan
Human Resources
Thoughts2Binary Consulting And Solutions LLP

I accept the letter of appointment/ agreement on the terms and conditions as described in this letter of appointment/ agreement.

ACKNOWLEDGEMENT

.....

Prashant Sharma

Date: ...Principal.....
Bronsacharya College of Engg.
Farrukh Nagar - 122604

December 26, 2022

Dear Vridhi Jain,

We are pleased to offer you an appointment with **Thoughts2Binary Consulting And Solutions LLP** ("the Company") in the position of '**Associate Software Engineer**'
On the terms and conditions set out hereinafter:

1. EMPLOYEMENT:

Your effective date of joining shall be no later than **January 02, 2023**. Your employment with the Company may be subject to successful pre-and/or post-employment background checks, accuracy of the testimonials and information provided by you.

2. PROBATION:

You will serve a minimum probation period of two months from the date of your joining the Company ("Probation"). The Company reserves the right to extend the Probation period for an additional one month in the event that your performance is not up to the expectation. You will be deemed to continue probation until you are confirmed, and your confirmation has been communicated to you.

Your performance will be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations / policies existing now or in future.

3. PLACE OF POSTING:

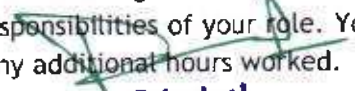
Your place of posting shall be at Gurgaon office which is located Unit: 212A Tower A, 2nd Floor, Spaze ITech Park, Sohna Road, Sector 49, Gurugram and Haryana, 122018.

4. PERFORMANCE OF DUTIES:

You shall be assigned with all the duties and responsibilities of 'Associate Software Engineer' and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

5. HOURS OF WORK:

Your normal hours will be 09 hours each day. Our workweek runs from Monday to Friday. We have the right to vary the number of hours, days and times which you work to meet the needs of the business you are working in. You will be required to work the hours necessary to fulfill the responsibilities of your role. Your role does not qualify for overtime payment for any additional hours worked.


Principal
Dronacharya College of Engg.
Farrukh Nagar • 122604



6. COMPENSATION:

As compensation for services to be rendered, you shall be paid an annual **CTC of INR 4, 80,000 (pre-deductions)**. Please find the breakup of CTC as follows:

Description	Annual	Monthly
Basic	240,000	20,000
House Rent Allowance	96,000	8,000
Special Allowance	62,400	5,200
TOTAL FIXED SALARY	398,400	33,200
Annual Variable	60,000	
Provident Fund (Employer's Contribution)	21,600	
CTC	480,000	

- For Provident Fund, the employee would contribute an amount equal to that of the employer and the same would come of the Total Fixed Salary of the employee (the current employee contribution is INR 1800 per month).
- Please understand that Variable Salary is subject to company's as well as your performance during the variable cycle term.
- Take home salary will be net of Provident Fund and Income Tax deductions depending on your savings under various schemes.

Annual Variable Salary Payout: Your variable cycle term is annual i.e.; you would be eligible for variable salary post the successful completion of annual employment as an active employee. Employment duration in notice period would not be considered as an active employee employment.

If there is a shortfall in employment duration of variable cycle term (i.e., annual) then NO variable payout would be processed for partial completion of variable cycle term.

The fixed salary shall be payable on monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month.

Please note your salary details are highly confidential and shall not be disclosed inside or outside the organization by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of employment.

By accepting this letter of appointment/agreement you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

Principal
Dronacharya College of Engg.
Farrukh Nagar - 122504



7. LEAVES AND HOLIDAYS ENTITLEMENT:

Our leaves and holiday year runs from 1 January to 31 December. All leaves must be agreed in advance with your manager. After successful completion of the probationary period, you will be entitled to two earned leaves per month. Leaves will be accrued on the last day of the calendar month. Leaves can only be availed post the accrual of the leaves.

One sick leave would be allowed per month in probationary period and un-availed sick leave in probationary period would not be carried forward.

During probationary period or in Notice Period no earned leave would be accrued.

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8. CONFIDENTIALITY:

During your employment you will have access to confidential Company, shareholder, related and affiliated entities and client information (collectively "Confidential Information"). Confidential Information shall include any information concerning or relating to the Company on the business of the Company including and comprising trade secrets, secret formulae, computer hardware and software programs and designs, databases, trading information regarding the Company, its shareholders and related and affiliated entities and clients of the Company, specifications, financial and accounting information customer and supplier names, correspondence, negotiations and/or contracts with customers and suppliers, market research, performance data and marketing strategies, research and development plans and expenditure research databases and other information or material that the Company in the future may indicate is confidential, or which may be apparent is confidential. It is a condition of your employment not to disclose, directly or indirectly, to any person or persons, any affairs of the Company or any related or affiliated entity or client which is commercially sensitive or the disclosure of which would adversely affect the Company, its shareholders, related or affiliated entities and /or the Company's clients. This obligation survives the termination of your employment with the Company.

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123603



9. ALTERNATIVE EMPLOYMENT:

Please note that you are restricted from accepting any other employment or carry on any other commercial activity while engaged by us without our prior specific written approval.

In addition, you agree that, while employed with the Company, you shall not perform work or provide services similar to those provided by you to the Company (including as employee, independent contractor, consultant principal, agent, director, joint venture, partner, trustee, beneficiary), directly or indirectly, for any person or entity that competes with the business of the Company.

10. INTELLECTUAL PROPERTY:

You acknowledge that all property (whether tangible or intangible) which is created, developed, expanded, added to and / or modified in any manner by you during your employment is, and will remain, the sole and exclusive property of the Company at all the times during your employment and following termination.

11. NOTICE PERIOD AND TERMINATION OF EMPLOYMENT:

During the period of employment, you may choose to terminate this agreement by formal resignation in writing to the Company with 15 days' notice (during your probationary period) or Two months' notice (post completion of probationary period).

In case you are unable to serve the mandatory notice period you would be liable to pay the Company an amount equal to the Fixed Salary for the entire duration or the shortfall of the notice period as applicable.

Post receiving your resignation, the company would inform you of your last working day which may be the last day of your notice period or a part thereof as necessary.

Outstanding leaves can't be adjusted against the Notice Period. Any absence during the notice period would either lead to extension of the last working day or loss of pay at the Company's discretion.

During the notice period you would be eligible for the Fixed Salary and would be paid the pro-rated amount as per the served last working day with the Company.

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123503
Dronacharya College of Engg.
Farrukh Nagar - 123508



Termination of employment by the Company on grounds of your poor performance or serious misconduct:

If the Company terminates this agreement on the grounds of your poor performance or in an event of serious misconduct. Such circumstances can include but not limited to: Criminal Offence, theft, fraud, embezzlement, intoxication, violence, sexual harassment, damage to the Company's reputation etc. then the Company reserves the full rights to relieve you from your services without providing any notice period or amount in lieu thereof.

On your last working day, you shall:

- a) Deliver to the Company or as may be directed all confidential information and
- b) Return to the Company all equipment and other property belonging to the Company.

12. LEAVES ENCASHMENT AS A PART OF FULL AND FINAL SETTLEMENT:

You would be applicable for leaves encashment as a part of full and final settlement only if you would serve complete notice period professionally and amicably. If there is a shortfall in notice period service or the Company terminates your employment on the grounds of your poor performance or in an event of serious misconduct then leaves would not be en-cashed.

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14. TEN MONTHS (10) OF EMPLOYMENT BOND:

The Company would need to invest in your training and bring you to a level where you can contribute to professional project(s), thus the Company looks forward to 10 months of employment bond after you successfully complete your probationary period. On breach of this agreement, you are liable to pay the Company an amount equal to the Fixed Salary for unserved bond period.

**Principal
Dronacharya College of Engg.
Farrukh Nagar - 122504**

Your employment / services will be governed by the Company's rules and regulations applicable from time to time.

This letter of appointment/ agreement shall automatically stand revoked in the event of your not joining the Company on or before the date mentioned in this letter of appointment/agreement.

It is a pleasure to welcome you as an employee of "Thoughts2Binary Consulting and Solutions LLP". We are confident that your employment with the Company will prove mutually beneficial & rewarding, and we look forward to having you join us.

Dear Vridhi, we look forward to your successful and long-term career at Thoughts2Binary!(T2B)

Yours truly,



Anjali Madan
Human Resources
Thoughts2Binary Consulting And Solutions LLP

I accept the letter of appointment/ agreement on the terms and conditions as described in this letter of appointment/ agreement.

ACKNOWLEDGEMENT

.....

Vridhi Jain



Date:Principal.....
Dronacharya College of Engg.
Farrukh Nagar - 122604



December 26, 2022

Dear Yash Pannu,

We are pleased to offer you an appointment with **Thoughts2Binary Consulting And Solutions LLP** ("the Company") in the position of '**Associate Software Engineer**' On the terms and conditions set out hereinafter:

1. EMPLOYEMENT:

Your effective date of joining shall be no later than **January 02, 2023**. Your employment with the Company may be subject to successful pre-and/or post-employment background checks, accuracy of the testimonials and information provided by you.

2. PROBATION:

You will serve a minimum probation period of two months from the date of your joining the Company ("Probation"). The Company reserves the right to extend the Probation period for an additional one month in the event that your performance is not up to the expectation. You will be deemed to continue probation until you are confirmed, and your confirmation has been communicated to you.

Your performance will be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations / policies existing now or in future.

3. PLACE OF POSTING:

Your place of posting shall be at Gurgaon office which is located Unit: 212A Tower A, 2nd Floor, Spaze ITech Park, Sohna Road, Sector 49, Gurugram and Haryana, 122018.

4. PERFORMANCE OF DUTIES:

You shall be assigned with all the duties and responsibilities of 'Associate Software Engineer' and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

5. HOURS OF WORK:

Your normal hours will be 09 hours each day. Our workweek runs from Monday to Friday. We have the right to vary the number of hours, days and times which you work to meet the needs of the business you are working in. You will be required to work the hours necessary to fulfill the responsibilities of your role. Your role does not qualify for overtime payment for any additional hours worked.

Principal

**Dronacharya College of Engg.
Farukh Nagar - 122604**



6. COMPENSATION:

As compensation for services to be rendered, you shall be paid an annual **CTC of INR 4, 80,000 (pre-deductions)**. Please find the breakup of CTC as follows:

Description	Annual	Monthly
Basic	240,000	20,000
House Rent Allowance	96,000	8,000
Special Allowance	62,400	5,200
TOTAL FIXED SALARY	398,400	33,200
Annual Variable	60,000	
Provident Fund (Employer's Contribution)	21,600	
CTC	480,000	

For Provident Fund, the employee would contribute an amount equal to that of the employer and the same would come of the Total Fixed Salary of the employee (the current employee contribution is INR 1800 per month).

- **Please understand that Variable Salary is subject to company's as well as your performance during the variable cycle term.**
- **Take home salary will be net of Provident Fund and Income Tax deductions depending on your savings under various schemes.**

Annual Variable Salary Payout: Your variable cycle term is annual i.e.; you would be eligible for variable salary post the successful completion of annual employment as an active employee. Employment duration in notice period would not be considered as an active employee employment.

If there is a shortfall in employment duration of variable cycle term (i.e., annual) then NO variable payout would be processed for partial completion of variable cycle term.

The fixed salary shall be payable on monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month.

Please note your salary details are highly confidential and shall not be disclosed inside or outside the organization by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of employment.

By accepting this letter of appointment/agreement you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.


Principal
Bronacharya College of Engg.
Farrukh Nagar - 122504



7. LEAVES AND HOLIDAYS ENTITLEMENT:

Our leaves and holiday year runs from 1 January to 31 December. All leaves must be agreed in advance with your manager. After successful completion of the probationary period, you will be entitled to two earned leaves per month. Leaves will be accrued on the last day of the calendar month. Leaves can only be availed post the accrual of the leaves.

One sick leave would be allowed per month in probationary period and un-availed sick leave in probationary period would not be carried forward.

During probationary period or in Notice Period no earned leave would be accrued.

Ten Annual Public holidays are published each year in January. Public holidays are over and above the leaves. The Company reserves the right to ask you to work on a public holiday for which you may be entitled to take an alternative holiday.

8. CONFIDENTIALITY:

During your employment you will have access to confidential Company, shareholder, related and affiliated entities and client information (collectively "Confidential Information"). Confidential Information shall include any information concerning or relating to the Company on the business of the Company including and comprising trade secrets, secret formulae, computer hardware and software programs and designs, databases, trading information regarding the Company, its shareholders and related and affiliated entities and clients of the Company, specifications, financial and accounting information customer and supplier names, correspondence, negotiations and/or contracts with customers and suppliers, market research, performance data and marketing strategies, research and development plans and expenditure research databases and other information or material that the Company in the future may indicate is confidential, or which may be apparent is confidential. It is a condition of your employment not to disclose, directly or indirectly, to any person or persons, any affairs of the Company or any related or affiliated entity or client which is commercially sensitive or the disclosure of which would adversely affect the Company, its shareholders, related or affiliated entities and /or the Company's clients. This obligation survives the termination of your employment with the Company.

Principal
Dronacharya College of Engg.
Farrukh Nagar - 129604



9. ALTERNATIVE EMPLOYMENT:

Please note that you are restricted from accepting any other employment or carry on any other commercial activity while engaged by us without our prior specific written approval.

In addition, you agree that, while employed with the Company, you shall not perform work or provide services similar to those provided by you to the Company (including as employee, independent contractor, consultant principal, agent, director, joint venture, partner, trustee, beneficiary), directly or indirectly, for any person or entity that competes with the business of the Company.

10. INTELLECTUAL PROPERTY:

You acknowledge that all property (whether tangible or intangible) which is created, developed, expanded, added to and / or modified in any manner by you during your employment is, and will remain, the sole and exclusive property of the Company at all the times during your employment and following termination.

11. NOTICE PERIOD AND TERMINATION OF EMPLOYMENT:

During the period of employment, you may choose to terminate this agreement by formal resignation in writing to the Company with 15 days' notice (during your probationary period) or Two months' notice (post completion of probationary period).

In case you are unable to serve the mandatory notice period you would be liable to pay the Company an amount equal to the Fixed Salary for the entire duration or the shortfall of the notice period as applicable.

Post receiving your resignation, the company would inform you of your last working day which may be the last day of your notice period or a part there off as necessary.

Outstanding leaves can't be adjusted against the Notice Period. Any absence during the notice period would either lead to extension of the last working day or loss of pay at the Company's discretion.

During the notice period you would be eligible for the Fixed Salary and would be paid the pro-rated amount as per the served last working day with the Company.

**Principal
Dronacharya College of Engg.
Farukh Nagar - 128504**



Termination of employment by the Company on grounds of your poor performance or serious misconduct:

If the Company terminates this agreement on the grounds of your poor performance or in an event of serious misconduct. Such circumstances can include but not limited to: Criminal Offence, theft, fraud, embezzlement, intoxication, violence, sexual harassment, damage to the Company's reputation etc. then the Company reserves the full rights to relieve you from your services without providing any notice period or amount in lieu thereof.

On your last working day, you shall:

- a) Deliver to the Company or as may be directed all confidential information and
- b) Return to the Company all equipment and other property belonging to the Company.

12. LEAVES ENCASHMENT AS A PART OF FULL AND FINAL SETTLEMENT:

You would be applicable for leaves encashment as a part of full and final settlement only if you would serve complete notice period professionally and amicably. If there is a shortfall in notice period service or the Company terminates your employment on the grounds of your poor performance or in an event of serious misconduct then leaves would not be en-cashed.

13. ABSENCE FROM EMPLOYMENT WITHOUT PRIOR APPROVAL:

An employee shall be considered to be absconding when absent from duty, without any sanction of leave or a verbal intimation, and is not reachable for two or more working days via phone or email. In such case of an absconding employee the Company would consider that employee to have voluntarily terminated his/ her employment.

14. TEN MONTHS (10) OF EMPLOYMENT BOND:

The Company would need to invest in your training and bring you to a level where you can contribute to professional project(s), thus the Company looks forward to 10 months of employment bond after you successfully complete your probationary period. On breach of this agreement, you are liable to pay the Company an amount equal to the Fixed Salary for unserved bond period.


Principal
Bronacharya College of Engg.
Farrukh Nagar - 123504

Your employment / services will be governed by the Company's rules and regulations applicable from time to time.

This letter of appointment/ agreement shall automatically stand revoked in the event of your not joining the Company on or before the date mentioned in this letter of appointment/agreement.

It is a pleasure to welcome you as an employee of "Thoughts2Binary Consulting and Solutions LLP". We are confident that your employment with the Company will prove mutually beneficial & rewarding, and we look forward to having you join us.

Dear Yash, we look forward to your successful and long-term career at Thoughts2Binary!(T2B)

Yours truly,



Anjali Madan
Human Resources
Thoughts2Binary Consulting And Solutions LLP

I accept the letter of appointment/ agreement on the terms and conditions as described in this letter of appointment/ agreement.

ACKNOWLEDGEMENT

.....

Yash Pannu

Date:



Principal
Dronacharya College of Engg.
Gurgaon - 122002



September 27, 2022

Dear Yatin Madan,

We are pleased to offer you an appointment with **Thoughts2Binary Consulting And Solutions LLP** ("the Company") in the position of '**Associate Software Engineer**'
On the terms and conditions set out hereinafter:

1. EMPLOYEMENT:

Your effective date of joining shall be no later than **October 10, 2022**. Your employment with the Company may be subject to successful pre-and/or post-employment background checks, accuracy of the testimonials and information provided by you.

2. PROBATION:

You will serve a minimum probation period of two months from the date of your joining the Company ("Probation"). The Company reserves the right to extend the Probation period for an additional one month in the event that your performance is not up to the expectation. You will be deemed to continue probation until you are confirmed, and your confirmation has been communicated to you.

Your performance will be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations / policies existing now or in future.

3. PLACE OF POSTING:

Your place of posting shall be at Gurgaon office which is located Unit: 212A Tower A, 2nd Floor, Spaze ITech Park, Sohna Road, Sector 49, Gurugram and Haryana, 122018.

4. PERFORMANCE OF DUTIES:

You shall be assigned with all the duties and responsibilities of 'Associate Software Engineer' and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

5. HOURS OF WORK:

Your normal hours will be 09 hours each day. Our workweek runs from Monday to Friday. We have the right to vary the number of hours, days and times which you work to meet the needs of the business you are working in. You will be required to work the hours necessary to fulfill the responsibilities of your role. Your role does not qualify for overtime payment for any additional hours worked.

Principal
Dronacharya College of Engg.
Farrakh Nagar - 122504



6. COMPENSATION:

As compensation for services to be rendered, you shall be paid an annual **CTC of INR 4, 80,000 (pre-deductions)**. Please find the breakup of CTC as follows:

Description	Annual	Monthly
Basic	240,000	20,000
House Rent Allowance	120,000	10,000
Special Allowance	38,400	3,200
TOTAL FIXED SALARY	398,400	33,200
Annual Variable	60,000	
Provident Fund(Employer's Contribution)	21,600	
Gross Salary	480,000	

- **For Provident Fund, the employee would contribute an amount equal to that of the employer and the same would come of the Total Fixed Salary of the employee (the current employee contribution is INR 1800 per month).**
- **Please understand that Variable Salary is subject to company's as well as your performance during the variable cycle term.**
- **Take home salary will be net of Provident Fund and Income Tax deductions depending on your savings under various schemes.**

Annual Variable Salary Payout: Your variable cycle term is annual i.e.; you would be eligible for variable salary post the successful completion of annual employment as an active employee. Employment duration in notice period would not be considered as an active employee employment.

If there is a shortfall in employment duration of variable cycle term (i.e., annual) then NO variable payout would be processed for partial completion of variable cycle term.

The fixed salary shall be payable on monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month.

Please note your salary details are highly confidential and shall not be disclosed inside or outside the organization by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of employment.

By accepting this letter of appointment/agreement you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123605



7. LEAVES AND HOLIDAYS ENTITLEMENT:

Our leaves and holiday year runs from 1 January to 31 December. All leaves must be agreed in advance with your manager. After successful completion of the probationary period, you will be entitled to two earned leaves per month. Leaves will be accrued on the last day of the calendar month. Leaves can only be availed post the accrual of the leaves.

One sick leave would be allowed per month in probationary period and un-availed sick leave in probationary period would not be carried forward.

During probationary period or in Notice Period no earned leave would be accrued.

Ten Annual Public holidays are published each year in January. Public holidays are over and above the leaves. The Company reserves the right to ask you to work on a public holiday for which you may be entitled to take an alternative holiday.

8. CONFIDENTIALITY:

During your employment you will have access to confidential Company, shareholder, related and affiliated entities and client information (collectively "Confidential Information"). Confidential Information shall include any information concerning or relating to the Company on the business of the Company including and comprising trade secrets, secret formulae, computer hardware and software programs and designs, databases, trading information regarding the Company, its shareholders and related and affiliated entities and clients of the Company, specifications, financial and accounting information customer and supplier names, correspondence, negotiations and/or contracts with customers and suppliers, market research, performance data and marketing strategies, research and development plans and expenditure research databases and other information or material that the Company in the future may indicate is confidential, or which may be apparent is confidential. It is a condition of your employment not to disclose, directly or indirectly, to any person or persons, any affairs of the Company or any related or affiliated entity or client which is commercially sensitive or the disclosure of which would adversely affect the Company, its shareholders, related or affiliated entities and /or the Company's clients. This obligation survives the termination of your employment with the Company.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122604

9. ALTERNATIVE EMPLOYMENT:

Please note that you are restricted from accepting any other employment or carry on any other commercial activity while engaged by us without our prior specific written approval.

In addition, you agree that, while employed with the Company, you shall not perform work or provide services similar to those provided by you to the Company (including as employee, independent contractor, consultant principal, agent, director, joint venture, partner, trustee, beneficiary), directly or indirectly, for any person or entity that competes with the business of the Company.

10. INTELLECTUAL PROPERTY:

You acknowledge that all property (whether tangible or intangible) which is created, developed, expanded, added to and / or modified in any manner by you during your employment is, and will remain, the sole and exclusive property of the Company at all the times during your employment and following termination.

11. NOTICE PERIOD AND TERMINATION OF EMPLOYMENT:

During the period of employment, you may choose to terminate this agreement by formal resignation in writing to the Company with 15 days' notice (during your probationary period) or Two months' notice (post completion of probationary period).

In case you are unable to serve the mandatory notice period you would be liable to pay the Company an amount equal to the Fixed Salary for the entire duration or the shortfall of the notice period as applicable.

Post receiving your resignation, the company would inform you of your last working day which may be the last day of your notice period or a part there off as necessary.

Outstanding leaves can't be adjusted against the Notice Period. Any absence during the notice period would either lead to extension of the last working day or loss of pay at the Company's discretion.

During the notice period you would be eligible for the Fixed Salary and would be paid the pro-rated amount as per the served last working day with the Company.



Principal
Bronacharya College of Engg.
Farrukh Nagar - 122004



Termination of employment by the Company on grounds of your poor performance or serious misconduct:

If the Company terminates this agreement on the grounds of your poor performance or in an event of serious misconduct. Such circumstances can include but not limited to: Criminal Offence, theft, fraud, embezzlement, intoxication, violence, sexual harassment, damage to the Company's reputation etc. then the Company reserves the full rights to relieve you from your services without providing any notice period or amount in lieu thereof.

On your last working day, you shall:

- a) Deliver to the Company or as may be directed all confidential information and
- b) Return to the Company all equipment and other property belonging to the Company.

12. LEAVES ENCASHMENT AS A PART OF FULL AND FINAL SETTLEMENT:

You would be applicable for leaves encashment as a part of full and final settlement only if you would serve complete notice period professionally and amicably. If there is a shortfall in notice period service or the Company terminates your employment on the grounds of your poor performance or in an event of serious misconduct then leaves would not be en-cashed.

13. ABSENCE FROM EMPLOYMENT WITHOUT PRIOR APPROVAL:

An employee shall be considered to be absconding when absent from duty, without any sanction of leave or a verbal intimation, and is not reachable for two or more working days via phone or email. In such case of an absconding employee the Company would consider that employee to have voluntarily terminated his/ her employment.

14. TEN MONTHS (10) OF EMPLOYMENT BOND:

The Company would need to invest in your training and bring you to a level where you can contribute to professional project(s), thus the Company looks forward to 10 months of employment bond after you successfully complete your probationary period. On breach of this agreement, you are liable to pay the Company an amount equal to the Fixed Salary for unserved bond period.

**Principal
Dronacharya College of Engg.
Farukh Nagar - 120504**

Your employment / services will be governed by the Company's rules and regulations applicable from time to time.

This letter of appointment/ agreement shall automatically stand revoked in the event of your not joining the Company on or before the date mentioned in this letter of appointment/agreement.

It is a pleasure to welcome you as an employee of "Thoughts2Binary Consulting and Solutions LLP". We are confident that your employment with the Company will prove mutually beneficial & rewarding, and we look forward to having you join us.

Dear Yatin, we look forward to your successful and long-term career at Thoughts2Binary!(T2B)

Yours truly,



Bhawna Prasad
Human Resources
Thoughts2Binary Consulting And Solutions LLP

I accept the letter of appointment/ agreement on the terms and conditions as described in this letter of appointment/ agreement.

ACKNOWLEDGEMENT

.....

Yatin Madan

Date: 

Principal
Dronacharya College of Engg.
Farrukh Nagar - 122601



September 27, 2022

Dear Anuj Tanwar,

We are pleased to offer you an appointment with **Thoughts2Binary Consulting And Solutions LLP** ("the Company") in the position of '**Associate Software Engineer**'
On the terms and conditions set out hereinafter:

1. EMPLOYMENT:

Your effective date of joining shall be no later than **October 10, 2022**. Your employment with the Company may be subject to successful pre-and/or post-employment background checks, accuracy of the testimonials and information provided by you.

2. PROBATION:

You will serve a minimum probation period of two months from the date of your joining the Company ("Probation"). The Company reserves the right to extend the Probation period for an additional one month in the event that your performance is not up to the expectation. You will be deemed to continue probation until you are confirmed, and your confirmation has been communicated to you.

Your performance will be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations / policies existing now or in future.

3. PLACE OF POSTING:

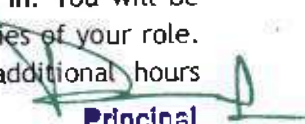
Your place of posting shall be at Gurgaon office which is located Unit: 212A Tower A, 2nd Floor, Spaze ITech Park, Sohna Road, Sector 49, Gurugram and Haryana, 122018.

4. PERFORMANCE OF DUTIES:

You shall be assigned with all the duties and responsibilities of 'Associate Software Engineer' and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

5. HOURS OF WORK:

Your normal hours will be 09 hours each day. Our workweek runs from Monday to Friday. We have the right to vary the number of hours, days and times which you work to meet the needs of the business you are working in. You will be required to work the hours necessary to fulfill the responsibilities of your role. Your role does not qualify for overtime payment for any additional hours worked.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123604



6. COMPENSATION:

As compensation for services to be rendered, you shall be paid an annual CTC of INR 4, 80,000 (pre-deductions). Please find the breakup of CTC as follows:

Description	Annual	Monthly
Basic	240,000	20,000
House Rent Allowance	96,000	8,000
Special Allowance	62,400	5,200
TOTAL FIXED SALARY	398,400	33,200
Annual Variable	60,000	
Provident Fund(Employer's Contribution)	21,600	
Gross Salary	480,000	

- For Provident Fund, the employee would contribute an amount equal to that of the employer and the same would come of the Total Fixed Salary of the employee (the current employee contribution is INR 1800 per month).
- Please understand that Variable Salary is subject to company's as well as your performance during the variable cycle term.
- Take home salary will be net of Provident Fund and Income Tax deductions depending on your savings under various schemes.

Annual Variable Salary Payout: Your variable cycle term is annual i.e.; you would be eligible for variable salary post the successful completion of annual employment as an active employee. Employment duration in notice period would not be considered as an active employee employment.

If there is a shortfall in employment duration of variable cycle term (i.e., annual) then NO variable payout would be processed for partial completion of variable cycle term.

The fixed salary shall be payable on monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month.

Please note your salary details are highly confidential and shall not be disclosed inside or outside the organization by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of employment.

By accepting this letter of appointment/agreement you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122604



7. LEAVES AND HOLIDAYS ENTITLEMENT:

Our leaves and holiday year runs from 1 January to 31 December.

All leaves must be agreed in advance with your manager. After successful completion of the probationary period, you will be entitled to two earned leaves per month. Leaves will be accrued on the last day of the calendar month. Leaves can only be availed post the accrual of the leaves.

One sick leave would be allowed per month in probationary period and un-availed sick leave in probationary period would not be carried forward.

During probationary period or in Notice Period no earned leave would be accrued.

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8. CONFIDENTIALITY:

During your employment you will have access to confidential Company, shareholder, related and affiliated entities and client information (collectively "Confidential Information"). Confidential Information shall include any information concerning or relating to the Company on the business of the Company including and comprising trade secrets, secreta formulae, computer hardware and software programs and designs, databases, trading information regarding the Company, its shareholders and related and affiliated entities and clients of the Company, specifications, financial and accounting information customer and supplier names, correspondence, negotiations and/or contracts with customers and suppliers, market research, performance data and marketing strategies, research and development plans and expenditure research databases and other information or material that the Company in the future may indicate is confidential, or which may be apparent is confidential. It is a condition of your employment not to disclose, directly or indirectly, to any person or persons, any affairs of the Company or any related or affiliated entity or client which is commercially sensitive or the disclosure of which would adversely affect the Company, its shareholders, related or affiliated entities and /or the Company's clients. This obligation survives the termination of your employment with the Company.

Principal
Dronacharya College of Engg.
Farrukh Nagar • 122004

9. ALTERNATIVE EMPLOYMENT:

Please note that you are restricted from accepting any other employment or carry on any other commercial activity while engaged by us without our prior specific written approval.

In addition, you agree that, while employed with the Company, you shall not perform work or provide services similar to those provided by you to the Company (including as employee, independent contractor, consultant principal, agent, director, joint venture, partner, trustee, beneficiary), directly or indirectly, for any person or entity that competes with the business of the Company.

10. INTELLECTUAL PROPERTY:

You acknowledge that all property (whether tangible or intangible) which is created, developed, expanded, added to and / or modified in any manner by you during your employment is, and will remain, the sole and exclusive property of the Company at all the times during your employment and following termination.

11. NOTICE PERIOD AND TERMINATION OF EMPLOYMENT:

During the period of employment, you may choose to terminate this agreement by formal resignation in writing to the Company with 15 days' notice (during your probationary period) or Two months' notice (post completion of probationary period).

In case you are unable to serve the mandatory notice period you would be liable to pay the Company an amount equal to the Fixed Salary for the entire duration or the shortfall of the notice period as applicable.

Post receiving your resignation, the company would inform you of your last working day which may be the last day of your notice period or a part there off as necessary.

Outstanding leaves can't be adjusted against the Notice Period. Any absence during the notice period would either lead to extension of the last working day or loss of pay at the Company's discretion.

During the notice period you would be eligible for the Fixed Salary and would be paid the pro-rated amount as per the served last working day with the Company.



Principal
Brenacharya College of Engg.
Farrukh Nagar - 122604



Termination of employment by the Company on grounds of your poor performance or serious misconduct:

If the Company terminates this agreement on the grounds of your poor performance or in an event of serious misconduct. Such circumstances can include but not limited to: Criminal Offence, theft, fraud, embezzlement, intoxication, violence, sexual harassment, damage to the Company's reputation etc. then the Company reserves the full rights to relieve you from your services without providing any notice period or amount in lieu thereof.

On your last working day, you shall:

- a) Deliver to the Company or as may be directed all confidential information and
- b) Return to the Company all equipment and other property belonging to the Company.

12. LEAVES ENCASHMENT AS A PART OF FULL AND FINAL SETTLEMENT:

You would be applicable for leaves encashment as a part of full and final settlement only if you would serve complete notice period professionally and amicably. If there is a shortfall in notice period service or the Company terminates your employment on the grounds of your poor performance or in an event of serious misconduct then leaves would not be en-cashed.

13. ABSENCE FROM EMPLOYMENT WITHOUT PRIOR APPROVAL:

An employee shall be considered to be absconding when absent from duty, without any sanction of leave or a verbal intimation, and is not reachable for two or more working days via phone or email. In such case of an absconding employee the Company would consider that employee to have voluntarily terminated his/ her employment.

14. TEN MONTHS (10) OF EMPLOYMENT BOND:

The Company would need to invest in your training and bring you to a level where you can contribute to professional project(s), thus the Company looks forward to 10 months of employment bond after you successfully complete your probationary period. On breach of this agreement, you are liable to pay the Company an amount equal to the Fixed Salary for unserved bond period.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 129684



thoughts: binary

Your employment / services will be governed by the Company's rules and regulations applicable from time to time.

This letter of appointment/ agreement shall automatically stand revoked in the event of your not joining the Company on or before the date mentioned in this letter of appointment/agreement.

It is a pleasure to welcome you as an employee of "Thoughts2Binary Consulting and Solutions LLP". We are confident that your employment with the Company will prove mutually beneficial & rewarding, and we look forward to having you join us.

Dear Anuj, we look forward to your successful and long-term career at Thoughts2Binary!(T2B)

Yours truly,

Bhawna Prasad
Human Resources
Thoughts2Binary Consulting And Solutions LLP

I accept the letter of appointment/ agreement on the terms and conditions as described in this letter of appointment/ agreement.

ACKNOWLEDGEMENT

.....

Anuj Tanwar

Date:

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123604



September 27, 2022

Dear Dhruv Rana,

We are pleased to offer you an appointment with **Thoughts2Binary Consulting And Solutions LLP** ("the Company") in the position of '**Associate Software Engineer**'
On the terms and conditions set out hereinafter:

1. EMPLOYEMENT:

Your effective date of joining shall be no later than **October 10, 2022**. Your employment with the Company may be subject to successful pre-and/or post-employment background checks, accuracy of the testimonials and information provided by you.

2. PROBATION:

You will serve a minimum probation period of two months from the date of your joining the Company ("Probation"). The Company reserves the right to extend the Probation period for an additional one month in the event that your performance is not up to the expectation. You will be deemed to continue probation until you are confirmed, and your confirmation has been communicated to you.

Your performance will be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations / policies existing now or in future.

3. PLACE OF POSTING:

Your place of posting shall be at Gurgaon office which is located Unit: 212A Tower A, 2nd Floor, Spaze ITech Park, Sohna Road, Sector 49, Gurugram and Haryana, 122018.

4. PERFORMANCE OF DUTIES:

You shall be assigned with all the duties and responsibilities of 'Associate Software Engineer' and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

5. HOURS OF WORK:

Your normal hours will be 09 hours each day. Our workweek runs from Monday to Friday. We have the right to vary the number of hours, days and times which you work to meet the needs of the business you are working in. You will be required to work the hours necessary to fulfill the responsibilities of your role. Your role does not qualify for overtime payment for any additional hours worked.


Principal
Dronacharya College of Engg.
Farrukh Nagar • 128602



6. COMPENSATION:

As compensation for services to be rendered, you shall be paid an annual **CTC of INR 4, 80,000 (pre-deductions)**. Please find the breakup of CTC as follows:

Description	Annual	Monthly
Basic	240,000	20,000
House Rent Allowance	96,000	8,000
Special Allowance	62,400	5,200
TOTAL FIXED SALARY	398,400	33,200
Annual Variable	60,000	
Provident Fund(Employer's Contribution)	21,600	
Gross Salary	480,000	

- For Provident Fund, the employee would contribute an amount equal to that of the employer and the same would come of the Total Fixed Salary of the employee (the current employee contribution is INR 1800 per month).
- Please understand that Variable Salary is subject to company's as well as your performance during the variable cycle term.
- Take home salary will be net of Provident Fund and Income Tax deductions depending on your savings under various schemes.

Annual Variable Salary Payout: Your variable cycle term is annual i.e.; you would be eligible for variable salary post the successful completion of annual employment as an active employee. Employment duration in notice period would not be considered as an active employee employment.

If there is a shortfall in employment duration of variable cycle term (i.e., annual) then NO variable payout would be processed for partial completion of variable cycle term.

The fixed salary shall be payable on monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month.

Please note your salary details are highly confidential and shall not be disclosed inside or outside the organization by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of employment.

By accepting this letter of appointment/agreement you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122607



7. LEAVES AND HOLIDAYS ENTITLEMENT:

Our leaves and holiday year runs from 1 January to 31 December. All leaves must be agreed in advance with your manager. After successful completion of the probationary period, you will be entitled to two earned leaves per month. Leaves will be accrued on the last day of the calendar month. Leaves can only be availed post the accrual of the leaves.

One sick leave would be allowed per month in probationary period and un-availed sick leave in probationary period would not be carried forward.

During probationary period or in Notice Period no earned leave would be accrued.

Ten Annual Public holidays are published each year in January. Public holidays are over and above the leaves. The Company reserves the right to ask you to work on a public holiday for which you may be entitled to take an alternative holiday.

8. CONFIDENTIALITY:

During your employment you will have access to confidential Company, shareholder, related and affiliated entities and client information (collectively "Confidential Information"). Confidential Information shall include any information concerning or relating to the Company on the business of the Company including and comprising trade secrets, secret formulae, computer hardware and software programs and designs, databases, trading information regarding the Company, its shareholders and related and affiliated entities and clients of the Company, specifications, financial and accounting information customer and supplier names, correspondence, negotiations and/or contracts with customers and suppliers, market research, performance data and marketing strategies, research and development plans and expenditure research databases and other information or material that the Company in the future may indicate is confidential, or which may be apparent is confidential. It is a condition of your employment not to disclose, directly or indirectly, to any person or persons, any affairs of the Company or any related or affiliated entity or client which is commercially sensitive or the disclosure of which would adversely affect the Company, its shareholders, related or affiliated entities and /or the Company's clients. This obligation survives the termination of your employment with the Company.


Principal
Dronacharya College of Engg.
Farrukh Nager • 122604



9. ALTERNATIVE EMPLOYMENT:

Please note that you are restricted from accepting any other employment or carry on any other commercial activity while engaged by us without our prior specific written approval.

In addition, you agree that, while employed with the Company, you shall not perform work or provide services similar to those provided by you to the Company (including as employee, independent contractor, consultant principal, agent, director, joint venture, partner, trustee, beneficiary), directly or indirectly, for any person or entity that competes with the business of the Company.

10. INTELLECTUAL PROPERTY:

You acknowledge that all property (whether tangible or intangible) which is created, developed, expanded, added to and / or modified in any manner by you during your employment is, and will remain, the sole and exclusive property of the Company at all the times during your employment and following termination.

11. NOTICE PERIOD AND TERMINATION OF EMPLOYMENT:

During the period of employment, you may choose to terminate this agreement by formal resignation in writing to the Company with 15 days' notice (during your probationary period) or Two months' notice (post completion of probationary period).

In case you are unable to serve the mandatory notice period you would be liable to pay the Company an amount equal to the Fixed Salary for the entire duration or the shortfall of the notice period as applicable.

Post receiving your resignation, the company would inform you of your last working day which may be the last day of your notice period or a part thereof as necessary.

Outstanding leaves can't be adjusted against the Notice Period. Any absence during the notice period would either lead to extension of the last working day or loss of pay at the Company's discretion.

During the notice period you would be eligible for the Fixed Salary and would be paid the pro-rated amount as per the served last working day with the Company.


Principal
Bronacharya College of Engg.
Farukh Nagar - 122509



Termination of employment by the Company on grounds of your poor performance or serious misconduct:

If the Company terminates this agreement on the grounds of your poor performance or in an event of serious misconduct. Such circumstances can include but not limited to: Criminal Offence, theft, fraud, embezzlement, intoxication, violence, sexual harassment, damage to the Company's reputation etc. then the Company reserves the full rights to relieve you from your services without providing any notice period or amount in lieu thereof.

On your last working day, you shall:

- a) Deliver to the Company or as may be directed all confidential information and
- b) Return to the Company all equipment and other property belonging to the Company.

12. LEAVES ENCASHMENT AS A PART OF FULL AND FINAL SETTLEMENT:

You would be applicable for leaves encashment as a part of full and final settlement only if you would serve complete notice period professionally and amicably. If there is a shortfall in notice period service or the Company terminates your employment on the grounds of your poor performance or in an event of serious misconduct then leaves would not be en-cashed.

13. ABSENCE FROM EMPLOYMENT WITHOUT PRIOR APPROVAL:

An employee shall be considered to be absconding when absent from duty, without any sanction of leave or a verbal intimation, and is not reachable for two or more working days via phone or email. In such case of an absconding employee the Company would consider that employee to have voluntarily terminated his/ her employment.

14. TEN MONTHS (10) OF EMPLOYMENT BOND:

The Company would need to invest in your training and bring you to a level where you can contribute to professional project(s), thus the Company looks forward to 10 months of employment bond after you successfully complete your probationary period. On breach of this agreement, you are liable to pay the Company an amount equal to the Fixed Salary for unserved bond period.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122007

Your employment / services will be governed by the Company's rules and regulations applicable from time to time.

This letter of appointment/ agreement shall automatically stand revoked in the event of your not joining the Company on or before the date mentioned in this letter of appointment/agreement.

It is a pleasure to welcome you as an employee of "Thoughts2Binary Consulting and Solutions LLP". We are confident that your employment with the Company will prove mutually beneficial & rewarding, and we look forward to having you join us.

Dear Dhruv, we look forward to your successful and long-term career at Thoughts2Binary!(T2B)

Yours truly,



Bhawna Prasad
Human Resources
Thoughts2Binary Consulting And Solutions LLP

I accept the letter of appointment/ agreement on the terms and conditions as described in this letter of appointment/ agreement.

ACKNOWLEDGEMENT

.....

Dhruv Rana

Date: 

Principal
Dronacharya College of Engg.
Farrukh Nagar - 120604

September 27, 2022

Dear Nitisha Piplani,

We are pleased to offer you an appointment with **Thoughts2Binary Consulting And Solutions LLP** ("the Company") in the position of '**Associate Software Test Engineer**' On the terms and conditions set out hereinafter:

1. EMPLOYEMENT:

Your effective date of joining shall be no later than **October 10, 2022**. Your employment with the Company may be subject to successful pre-and/or post-employment background checks, accuracy of the testimonials and information provided by you.

2. PROBATION:

You will serve a minimum probation period of two months from the date of your joining the Company ("Probation"). The Company reserves the right to extend the Probation period for an additional one month in the event that your performance is not up to the expectation. You will be deemed to continue probation until you are confirmed, and your confirmation has been communicated to you.

Your performance will be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations / policies existing now or in future.

3. PLACE OF POSTING:

Your place of posting shall be at Gurgaon office which is located Unit: 212A Tower A, 2nd Floor, Spaze ITech Park, Sohna Road, Sector 49, Gurugram and Haryana, 122018.

4. PERFORMANCE OF DUTIES:

You shall be assigned with all the duties and responsibilities of 'Associate Software Test Engineer' and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

5. HOURS OF WORK:

Your normal hours will be 09 hours each day. Our workweek runs from Monday to Friday. We have the right to vary the number of hours, days and times which you work to meet the needs of the business you are working in. You will be required to work the hours necessary to fulfill the responsibilities of your role. Your role does not qualify for overtime payment for any additional hours worked.


Principal
Dronacharya College of Engg.
Farrakh Nagar - 122604



6. COMPENSATION:

As compensation for services to be rendered, you shall be paid an annual **CTC of INR 4, 80,000 (pre-deductions)**. Please find the breakup of CTC as follows:

Description	Annual	Monthly
Basic	240,000	20,000
House Rent Allowance	96,000	8,000
Special Allowance	62,400	5,200
TOTAL FIXED SALARY	398,400	33,200
Annual Variable	60,000	
Provident Fund(Employer's Contribution)	21,600	
Gross Salary	480,000	

- For Provident Fund, the employee would contribute an amount equal to that of the employer and the same would come of the Total Fixed Salary of the employee (the current employee contribution is INR 1800 per month).
- Please understand that Variable Salary is subject to company's as well as your performance during the variable cycle term.
- Take home salary will be net of Provident Fund and Income Tax deductions depending on your savings under various schemes.

Annual Variable Salary Payout: Your variable cycle term is annual i.e.; you would be eligible for variable salary post the successful completion of annual employment as an active employee. Employment duration in notice period would not be considered as an active employee employment.

If there is a shortfall in employment duration of variable cycle term (i.e., annual) then NO variable payout would be processed for partial completion of variable cycle term.

The fixed salary shall be payable on monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month.

Please note your salary details are highly confidential and shall not be disclosed inside or outside the organization by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of employment.

By accepting this letter of appointment/agreement you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.


Principal
Brenacharya College of Engg.
Farrukh Nagar - 123604



7. LEAVES AND HOLIDAYS ENTITLEMENT:

Our leaves and holiday year runs from 1 January to 31 December.

All leaves must be agreed in advance with your manager. After successful completion of the probationary period, you will be entitled to two earned leaves per month. Leaves will be accrued on the last day of the calendar month. Leaves can only be availed post the accrual of the leaves.

One sick leave would be allowed per month in probationary period and un-availed sick leave in probationary period would not be carried forward.

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Ten Annual Public holidays are published each year in January. Public holidays are over and above the leaves. The Company reserves the right to ask you to work on a public holiday for which you may be entitled to take an alternative holiday.

8. CONFIDENTIALITY:

During your employment you will have access to confidential Company, shareholder, related and affiliated entities and client information (collectively "Confidential Information"). Confidential Information shall include any information concerning or relating to the Company on the business of the Company including and comprising trade secrets, secret formulae, computer hardware and software programs and designs, databases, trading information regarding the Company, its shareholders and related and affiliated entities and clients of the Company, specifications, financial and accounting information customer and supplier names, correspondence, negotiations and/or contracts with customers and suppliers, market research, performance data and marketing strategies, research and development plans and expenditure research databases and other information or material that the Company in the future may indicate is confidential, or which may be apparent is confidential. It is a condition of your employment not to disclose, directly or indirectly, to any person or persons, any affairs of the Company or any related or affiliated entity or client which is commercially sensitive or the disclosure of which would adversely affect the Company, its shareholders, related or affiliated entities and /or the Company's clients. This obligation survives the termination of your employment with the Company.


Principal
Bronsacharya College of Engg.
Farrukh Nagar - 128604



9. ALTERNATIVE EMPLOYMENT:

Please note that you are restricted from accepting any other employment or carry on any other commercial activity while engaged by us without our prior specific written approval.

In addition, you agree that, while employed with the Company, you shall not perform work or provide services similar to those provided by you to the Company (including as employee, independent contractor, consultant principal, agent, director, joint venture, partner, trustee, beneficiary), directly or indirectly, for any person or entity that competes with the business of the Company.

10. INTELLECTUAL PROPERTY:

You acknowledge that all property (whether tangible or intangible) which is created, developed, expanded, added to and / or modified in any manner by you during your employment is, and will remain, the sole and exclusive property of the Company at all the times during your employment and following termination.

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During the period of employment, you may choose to terminate this agreement by formal resignation in writing to the Company with 15 days' notice (during your probationary period) or Two months' notice (post completion of probationary period).

In case you are unable to serve the mandatory notice period you would be liable to pay the Company an amount equal to the Fixed Salary for the entire duration or the shortfall of the notice period as applicable.

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During the notice period you would be eligible for the Fixed Salary and would be paid the pro-rated amount as per the served last working day with the Company.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123508



Termination of employment by the Company on grounds of your poor performance or serious misconduct:

If the Company terminates this agreement on the grounds of your poor performance or in an event of serious misconduct. Such circumstances can include but not limited to: Criminal Offence, theft, fraud, embezzlement, intoxication, violence, sexual harassment, damage to the Company's reputation etc. then the Company reserves the full rights to relieve you from your services without providing any notice period or amount in lieu thereof.

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The Company would need to invest in your training and bring you to a level where you can contribute to professional project(s), thus the Company looks forward to 10 months of employment bond after you successfully complete your probationary period. On breach of this agreement, you are liable to pay the Company an amount equal to the Fixed Salary for unserved bond period.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 126604

Your employment / services will be governed by the Company's rules and regulations applicable from time to time.

This letter of appointment/ agreement shall automatically stand revoked in the event of your not joining the Company on or before the date mentioned in this letter of appointment/ agreement.

It is a pleasure to welcome you as an employee of "Thoughts2Binary Consulting and Solutions LLP". We are confident that your employment with the Company will prove mutually beneficial & rewarding, and we look forward to having you join us.

Dear Nitisha, we look forward to your successful and long-term career at Thoughts2Binary!(T2B)

Yours truly,



Bhawna Prasad
Human Resources
Thoughts2Binary Consulting And Solutions LLP

I accept the letter of appointment/ agreement on the terms and conditions as described in this letter of appointment/ agreement.

ACKNOWLEDGEMENT

.....
Nitisha Piplani

Date:



Principal
Dronacharya College of Engg.
Farrukh Nagar - 122608

Admission Dronacharya Group of Institutions

From: Anjali Madan <anjali.madan@thoughts2binary.com>
Sent: Friday, August 26, 2022 5:02 PM
To: TPO
Cc: principal@ggnindia.dronacharya.info; Bhawna Prasad; HR @ T2B
Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2023 Batch
Attachments: image001.png

Dear Renu,

We are happy to inform you that we have the final list of students selected from the campus drive held on 2nd August 2022, Tuesday in your college.

S.NO.	NAME	BRANCH
1	Aman Kumar	CSE
2	Anuj Tanwar	CSE
3	Bhumika Wadhwa	CSE
4	Dhruv Rana	CSE
5	Jatin Chawla	CSE
6	Mehak	CSE
7	Nitesh Saini	CSE
8	Nitisha Piplani	CSE
9	Om Thakur	CSE
10	Utkarsh Shaw	CSE
11	Yatin Madan	CSE
12	Akash Singh	CSIT
13	Vridhi Jain	CSIT
14	Yash Pannu	CSIT

Please note the extended offer would be as follows :

Designation: Associate Software Developer
CTC: 4.8 LPA (4.2 LPA = Fixed, 60k Variable)
Probation period: 2 months of Probation
Bond Period: 10 months Bond

And as discussed, we would update you on the date of joining given all of them are immediate joiners.

Thanks for coordinating the recruitment process with our company.

Please feel free to contact us in case you have a query.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122606

On Wed, Aug 10, 2022 at 12:29 PM TPO <tpo@ggnindia.dronacharya.info> wrote:

Dear Anjali Ma'am,

Greetings!!

As discussed, please find below details.

Roll No.	Name	Branch	Ready to join from
22641	AKASH SINGH	CSIT	Oct-22
22687	VRIDHI JAIN	CSIT	Oct-22
22688	YASH PANNU	CSIT	Oct-22
22017	AMAN KUMAR	CSE	Jan-23
22031	ANUJ TANWAR	CSE	Oct-22
22037	BHUMIKA WADHWA	CSE	Jan-23
22048	DHRUV RANA	CSE	Oct-22
22070	JATIN CHAWLA	CSE	Jan-23
22085	MEHAK	CSE	Oct-22
22098	NITESH SAINI	CSE	Jan-23
22100	NITISHA PIPLANI	CSE	Oct-22
22102	OM THAKUR	CSE	Jan-23
22168	UTKARSH SHAW	CSE	Oct-22
22183	YATIN MADAN	CSE	Jan-23

Thanks & Regards

Renu Dua

Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



From: Anjali Madan [mailto:anjali.madan@thoughts2binary.com]
Sent: Tuesday, July 26, 2022 6:06 PM
To: TPO
Cc: principal@ggnindia.dronacharya.info; Bhawna Prasad; HR @ T2B
Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2023 Batch

Hi Renu,

Thanks for sharing the details of the candidates. We are very excited to be part of the campus recruitment drive at Dronacharya College, Gurugram on 2nd Aug 2022.

We would like to update you that a panel of five members including the key members of the HR team from our organization will visit the campus. Please see the details below:

Vertical Leads

1. Roopam Khanna - Project Delivery
2. Shivanjali Chaurasia - Full Stack Engineer
3. Kavish Baghel - AWS Cloud Infrastructure

HR Team

1. Bhawna Prasad - Talent Manager
2. Anjali - HR Executive

Request you to kindly share the suggested start and end time for the day so that we can plan accordingly.

Please let us know in case of any questions.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122004

On Tue, Jul 26, 2022 at 5:03 AM HR @ T2B <hr@thoughts2binary.com> wrote:

Hi Anjali,

Please update on the progress.

On Fri, 15 July 2022, 3:09 pm TPO, <tpo@ggnindia.dronacharya.info> wrote:

Dear Anjali Ma'am,

Greetings!!

Please find attached database of interested students for your kind reference.

Looking forward to further details.

Thanks & Regards

Renu Dua

**Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506**

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>


**Principal
Dronacharya College of Engg.
Farrukh Nagar - 122604**

From: TPO [mailto:tpo@ggnindia.dronacharya.info]

Sent: Tuesday, July 12, 2022 6:04 PM

To: 'Anjali Madan'

Cc: 'HR @ T2B'; 'principal@ggnindia.dronacharya.info'; 'Bhawna Prasad'

Subject: RE: Campus Invitation - Dronacharya College of Engineering, Gurugram_2023 Batch

Dear Anjali Ma'am,

Greetings!!

Thank you so much for the confirmation.

As required, please find below details

1. Tentative date of joining of the candidates (when can they start work - earlier the better):
As soon as possible after selection process
2. When would students need leaves for exams?: **Tentatively Dec 2022/Jan 2023 and May/June 2023.**
3. When are the possible dates of availability for us to conduct the virtual campus interviews? **2nd August 2022**
4. How many students would qualify for the process? : **234 Students**

Kind Regards

Renu Dua

Dronacharya

From: Anjali Madan [mailto:anjali.madan@thoughts2binary.com]

Sent: Tuesday, July 12, 2022 11:31 AM

To: TPO

Cc: HR @ T2B; principal@ggnindia.dronacharya.info; Bhawna Prasad

Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2023 Batch

Dear Renu,

Greetings of the day!


Principal
Dronacharya College of Engg.
Farukh Nagar - 122604

As discussed, we would be happy to conduct the campus drive on 2nd August 2022. Here are the expectations and details of what our offering is:

Expectations

1. Masters/Bachelors in Computer science / Information Technology
2. >65% marks or CGPA in HSC, SSC and across all semesters.
3. Hiring Process:
 - o Aptitude round (30mins)
 - o Technical round
 - o HR round

Could you please share the following:

1. Tentative date of joining of the candidates (when can they start work - earlier the better)
2. When would students need leaves for exams?
3. When are the possible dates of availability for us to conduct the virtual campus interviews?
4. How many students would qualify for the process?

The terms of employment would stand as below:

- Designation: Associate Software Developer
- CTC: 4.8 LPA
- First 2 months of probation period
- Bond of 10 months after completion of the probation period.
- Job Description and company profile:
JD link: <https://www.thoughts2binary.co.in/job-description-associate-software>
Company Profile; <https://www.thoughts2binary.co.in/>
<https://www.thoughts2binary.com/>


Principal
Bronacharya College of Engg.
Farrukh Nagar - 128604

Please feel free to contact us for any further queries.

On Mon, Jul 11, 2022 at 1:28 PM TPO <tpo@ggnindia.dronacharya.info> wrote:

Dear Anjali Ma'am,

Greetings!!

This is in regards to hiring of students from **Dronacharya**.

It is indeed with great pleasure **Dronacharya College of Engineering, Gurugram** cordially invite your esteemed organization once again to participate in our Campus Recruitment Drive for 2023 Batch.

As discussed, it is requested to please share job description, eligibility criteria and salary/stipend details. Also, please find below our campus profile for your kind reference.

"Shiksha evam Sahayata" i.e. Education and Help are the two words etched on our banner soaring higher year after year. Our goal is to continuously improve the healthy learning environment and facilities being provided to the students to achieve academic excellence for employability as world class Technocrats and Managers.

Dronacharya College of Engineering, Gurugram is one of the leading technical institutes in the State of Haryana. Our College offers **08 disciplines in Bachelor Program (B.Tech)** (Computer Science & Engineering, Electronics & Communication Engineering, Information Technology, Computer Science & Information Technology, Mechanical Engineering, Civil Engineering, Electronics and Computer Engineering and Electrical & Electronics Engineering) and **04 disciplines in Master Program (M.Tech)** (Computer Science & Engineering, Electronics & Communication Engineering, Information Technology and Mechanical Engineering)

Our College has the proud privilege of following accreditations, affiliations and certifications:

- (a) Accreditations by National Board of Accreditation (NBA)
- (b) Accredited by National Assessment and Accreditation Council (NAAC)
- (c) Approved by All India Council of Technical Education.
- (d) Permanently Affiliated to Maharshi Dayanand University, Rohtak.
- (e) An ISO 9001:2008 Certified Institution.
- (f) An ISO 14001:2004 Environmental Management System certified Institution.

DCE has more than 15 active student's chapter for imparting and enhancing practical knowledge of students towards engineering. We have Memorandum of Understanding with different renowned industries and institutes throughout the world. We also give exposure of our students to QEEE & NPTEL courses for better understanding of their domain. We also have an Industry-Academia association cell determined to bridge the gap between Industry & academia, to foster effective interaction between them, to impart significant learning and to promote industrial consultancy & entrepreneurship.

The alumni of our college have placed at very good positions in industry. Many reputed companies visit our college for campus recruitment annually. Our students have been placed in reputed companies like **Capgemini, Wipro, TCS, BYJU's (Think and Learn Pvt. Ltd.), Microsoft, AZCOM, Nagarro, Unthinkable Solutions (Daffodil), Zscaler, Samsung, OYO, Kellton Tech, Cargo Flash, OPPO**

Dronacharya College of Engg.
Farukh Nagar - 122505

Mobiles India Private Limited, HCL, MU-Sigma, Huawei Telecommunication, Infosys, IBM, Accenture, Sasken Communication, Tech Mahindra, L & T Infotech, Silver Arrow (Mercedes Benz), Frontier Management System, Kaiser Appliances, SOGEFI MNR Engine Systems India, Sutherland, 3Dexter, Minda Corporation Ltd., Sandhar Technologies, Telmar, Capital IQ, Monnet Group, Cognizant, Syntel, Maruti Suzuki India Ltd., Congruex Asia Pacific LLP, Minda Nabtesco Automotive Pvt. Ltd., Minda Silca Engineering Pvt. Ltd., Nippon Seiki Instruments India (P) Ltd., Mahindra Trucks & Buses Ltd., Nicco Engineering Services Limited, Roop Automotives Ltd., Vertex Group, Tractel Tirfor India, Cube Construction Engineering Limited (CCEL), Phisem Consultancy Services Private Limited, Somic ZF Components Private Limited, Smart Parts Online Private Limited (Boodmo), Gandhi Spring Pvt. Ltd., IRC Engineering Services India Private Limited, Padmini VNA Mechatronics Pvt. Ltd., Jinkoh Polymers LLP, JPM Automobiles Ltd., Most prestigious government organizations as the *Indian Army, Indian Air Force, Indian Navy* have made us proud by employing our product of proven merit.

The placement link is for your kind reference.

Glimpse: <https://sway.office.com/13NK4mw09Mkz5u34>

We shall be proud to host you, and can provide with excellent infrastructural facilities to conduct joint campus placements as well. With due reverence, we hereby cordially invite you to hold a Campus Placement on the date and time mutually acceptable. In case there are any formalities to be complied with, it will be our pleasure to do the same.

Please acknowledge this mail on receipt and connect to the undersigned to take this proposal further.

We are looking forward to a mutually beneficial and long lasting relationship with your esteemed organization.

Thanks & Regards

Renu Dua

Training & Placement Officer


Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>


**Principal
Dronacharya College of Engg.
Farrukh Nagar - 120004**

Thanks & Regards
Anjali Madan
Human Resource Executive | Thoughts2Binary

Thanks & Regards
Anjali Madan
Human Resource Executive | Thoughts2Binary

Thanks & Regards
Anjali Madan
Human Resource Executive | Thoughts2Binary


Principal
Dronacharya College of Engg.
Farrukh Nagar - 128604

Admission Dronacharya Group of Institutions

From: Shweta Chadha <shweta.tabsons@gmail.com>
Sent: Thursday, November 3, 2022 11:45 AM
To: TPO
Cc: HR Tabsons
Subject: Fwd: Offer of Employment - Chirag Verma (IT Support Executive)

Follow Up Flag: Follow up
Flag Status: Flagged

Trail Mail is the Offer Letter Chirag Verma for your reference Kindly provide NOC as discussed.

----- Forwarded message -----

From: HR Tabsons <hr@tabsons.co.in>
Date: Wed, 2 Nov 2022 at 16:42
Subject: Offer of Employment - Chirag Verma (IT Support Executive)
To: chiragv371@gmail.com <chiragv371@gmail.com>
Cc: Ganesh Maheshwari <ganesh.tabsons@gmail.com>, Gautam Sabyasanchi <gautam@tabsons.co.in>, accounts Tabsons <accounts@tabsons.co.in>, Tabsons India <info@tabsons.co.in>, Shweta Chadha <shweta.tabsons@gmail.com>

Dear Mr. Chirag Verma,

We are pleased to offer you the position of **"IT Support Executive"** at **Tabsons India**. We are confident that you will contribute your skills and experience towards the growth of the organization.

As discussed, your starting date will be **November 03rd, 2022 i.e. Thursday**. You are requested to send below mentioned documents via email by end of the day and bring the photo-copies of your following documents with originals on the date of joining:-

1. Previous employment letter, if applicable
2. Relieving letter from previous employer, if applicable
3. Drawn salary records of last 3 months, if applicable
4. Graduation or equivalent degree and Xth / XIIth certificates
5. 2 Photographs
6. Photo identity proof
7. Permanent Residence proof
8. Current Residence proof
9. Valid Bank Account Number
10. Police Verification Certificate from area of permanent residence


Principal
Dronacharya College of Engg.
Farrukh Nagar - 129604

SERVICE

TERMS AND CONDITIONS OF

The 'Terms and conditions of Service' form integral part of the 'Appointment' and would come in force on the day you join the "**M/s Tabsons India/TABSONS Group**"

The "**M/s Tabsons India/TABSONS Group**" reserves the right to review, amend / vary and update its employment policies, procedures and 'Terms and conditions of Service' from time to time.

Employment Term & Conditions

1. You will join the Organization **M/s Tabsons India/TABSONS Group** for the position of "**IT Support Executive**" Starting from date **03.11.2022**.

2. As per our discussion during the time of Interview your Gross Salary will be **Rs.13,000/-** per month. Your Salary will remain the same until the next Appraisal.

3. **You will be working for Rotational shift & Rotational week off as per the roster given.**

4. As an Employee of **M/s Tabsons India/TABSONS Group**, you are Comply with Mandatory Company & HR Policies.

5. After your joining you also will be an Important Part of the Organisation and **M/s Tabsons India/TABSONS Group** is abide to maintain its Client & Customer Privacy, for the same you have to Sign a Bond for Confidentiality & Data Privacy.

6. You will be on Probation period for the 6 months from your date of joining and during probation period your notice period will be of 30 days.

7. On your performance basis, after the completion of your probation period, your salary will be increased to **Rs.15,000/-** per month .

8. On successful completion of the probation period the company will Issue you the Letter of Confirmation duly signed. Post confirmation your notice period will be 90 days.

9. Your performance appraisal will be due on completion of one year of services in the organization.

The terms and conditions of your employment will be kept confidential and will not be disclosed, requesting the same from you.

Kindly give your acceptance over the email.

Regards,



**Bronacharya College of Engg.
Farrukh Nagar - 126604**

HR Executive

Ms. Geetika Prabhakar

7696561326

Plot No. 754, Pace city II

Admission Dronacharya Group of Institutions

From: Shweta Chadha <shweta.tabsons@gmail.com>
Sent: Thursday, November 3, 2022 11:47 AM
To: TPO
Cc: HR Tabsons
Subject: Fwd: Offer of Employment - Shivam Negi (IT Support Executive)

Follow Up Flag: Follow up
Flag Status: Flagged

Trail Mail is the Offer Letter Shivam Negi for your reference Kindly provide NOC as discussed.

----- Forwarded message -----

From: HR Tabsons <hr@tabsons.co.in>
Date: Wed, 2 Nov 2022 at 16:43
Subject: Offer of Employment - Shivam Negi (IT Support Executive)
To: <roxx04shivam@gmail.com>
Cc: Shweta Chadha <shweta.tabsons@gmail.com>, accounts Tabsons <accounts@tabsons.co.in>, Tabsons India <info@tabsons.co.in>, Ganesh Maheshwari <ganesh.tabsons@gmail.com>, Gautam Sabyasanchi <gautam@tabsons.co.in>

Dear Mr. Shivam Negi,

We are pleased to offer you the position of **"IT Support Executive"** at **Tabsons India**. We are confident that you will contribute your skills and experience towards the growth of the organization.

As discussed, your starting date will be **November 03rd, 2022** i.e. **Thursday**. You are requested to send below mentioned documents via email by end of the day and bring the photo-copies of your following documents with originals on the date of joining:-

1. Previous employment letter, if applicable
2. Relieving letter from previous employer, if applicable
3. Drawn salary records of last 3 months, if applicable
4. Graduation or equivalent degree and Xth / XIIth certificates
5. 2 Photographs
6. Photo identity proof
7. Permanent Residence proof
8. Current Residence proof
9. Valid Bank Account Number
10. Police Verification Certificate from area of permanent residence


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Dronacharya College of Engg.
Farrukh Nagar - 123604

SERVICE

The 'Terms and conditions of Service' form integral part of the 'Appointment' and would come in force on the day you join the **"M/s Tabsons India/TABSONS Group"**

The **"M/s Tabsons India/TABSONS Group"** reserves the right to review, amend / vary and update its employment policies, procedures and 'Terms and conditions of Service' from time to time.

Employment Term & Conditions

1. You will join the Organization **M/s Tabsons India/TABSONS Group** for the position of **"IT Support Executive"** Starting from date **03.11.2022**.

2. As per our discussion during the time of Interview your Gross Salary will be **Rs.13,000/-** per month. Your Salary will remain the same until the next Appraisal.

3. **You will be working for Rotational shift & Rotational week off as per the roster given.**

4. As an Employee of **M/s Tabsons India/TABSONS Group**, you are Comply with Mandatory Company & HR Policies.

5. After your joining you also will be an Important Part of the Organisation and **M/s Tabsons India/TABSONS Group** is abide to maintain its Client & Customer Privacy, for the same you have to Sign a Bond for Confidentiality & Data Privacy.

6. You will be on Probation period for the 6 months from your date of joining and during probation period your notice period will be of 30 days.

7. On your performance basis, after the completion of your probation period, your salary will be increased to **Rs.15,000/-** per month .

8. On successful completion of the probation period the company will Issue you the Letter of Confirmation duly signed. Post confirmation your notice period will be 90 days.

9. Your performance appraisal will be due on completion of one year of services in the organization.

The terms and conditions of your employment will be kept confidential and will not be disclosed, requesting the same from you.

Kindly give your acceptance over the email.

Regards,

TABSONS

Anything is possible

Principal
Farrukh Nagar - 125054

HR Executive

Ms. Geetika Prabhakar

7696561326

Admission Dronacharya Group of Institutions

From: Sunit Miki <sunitmiki@gmail.com>
Sent: Monday, November 28, 2022 5:36 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Offer of Employment - Sunit KR Panda (IT/Infra Executive)

Follow Up Flag: Follow up
Flag Status: Flagged

----- Forwarded message -----

From: HR Tabsons <hr@tabsons.co.in>
Date: Mon, 28 Nov, 2022, 10:59 am
Subject: Offer of Employment - Sunit KR Panda (IT/Infra Executive)
To: sunitmiki@gmail.com <sunitmiki@gmail.com>
Cc: Gautam Sabyasanchi <gautam@tabsons.co.in>, accounts Tabsons <accounts@tabsons.co.in>, HR Tabsons <shivani@tabsons.co.in>, avinash Tabsons <avinash@tabsons.co.in>, Shweta Chadha <shweta.tabsons@gmail.com>, Tabsons India <info@tabsons.co.in>

Dear Mr. Sunit KR Panda,

We are pleased to offer you the position of "IT/Infra Executive" at Tabsons India. We are confident that you will contribute your skills and experience towards the growth of the organization.

As discussed, your starting date will be **November 28th, 2022** i.e. **MONDAY**. You are requested to send below mentioned documents via email by end of the day and bring the photo-copies of your following documents with originals on the date of joining:-

1. Previous employment letter, if applicable
2. Relieving letter from previous employer, if applicable
3. Drawn salary records of last 3 months, if applicable
4. Graduation or equivalent degree and Xth / XIIth certificates
5. 2 Photographs
6. Photo identity proof
7. Permanent Residence proof
8. Current Residence proof
9. Valid Bank Account Number
10. Police Verification Certificate from area of permanent residence


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Farrukh Nagar - 120504

The 'Terms and conditions of Service' form integral part of the 'Appointment' and would come in force on the day you join the "**M/s Tabsons India/TABSONS Group**"

The "**M/s Tabsons India/TABSONS Group**" reserves the right to review, amend / vary and update its employment policies, procedures and 'Terms and conditions of Service' from time to time.

Employment Term & Conditions

1. You will join the Organization **M/s Tabsons India/TABSONS Group** for the position of "**IT/Infra Executive**" Starting from date **28.11.2022**.

2. As per our discussion during the time of Interview your Gross Salary will be **Rs.13,000/-** per month. Your Salary will remain the same until the next Appraisal.

3. **You will be working for Rotational shift & Rotational week off as per the roster given.**

4. As an Employee of **M/s Tabsons India/TABSONS Group**, you are Comply with Mandatory Company & HR Policies.

5. After your joining you also will be an Important Part of the Organisation and **M/s Tabsons India/TABSONS Group** is abide to maintain its Client & Customer Privacy, for the same you have to Sign a Bond for Confidentiality & Data Privacy.

6. You will be on Probation period for the 6 months from your date of joining and during probation period your notice period will be of 30 days.

7. On successful completion of the probation period the company will Issue you the Letter of Confirmation duly signed. Post confirmation your notice period will be 90 days.

8. Your performance appraisal will be due on completion of one year of services in the organization.

The terms and conditions of your employment will be kept confidential and will not be disclosed, requesting the same from you.

Kindly give your acceptance over the email.

Regards,

TABSONS

Anything is possible

HR Executive

Ms. Geetika Prabhakar

7696561326

Plot No. 754, Pace city II

Sector 37, Gurugram 122001


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Bronacharya College of Engg.
Farrukh Nagar • 123604

www.tabsons.com

TALENT

Talenteast Staffing Services Private Limited

Date- 26 Aug 2022

Ref. No. Talent/IN/2022/OL

OFFER LETTER

Mr. Jabez Saji

Mobile: +91 8587053484

E-mail: jabzsaji14@gmail.com

Dear Jabez,

Congratulations! With reference to your resume and subsequent discussions you had with our management; we are pleased to offer you employment as an "Associate Recruiter" with our organization subject to your joining on or before **Sept 01, 2022**.

Your Starting annual compensation package will be **Rs. 4,90,000 /- (Rupees Four Lakhs Ninety thousand Only)**

A detailed letter of appointment will be issued on your joining.

You are advised to send the following documents within 5 business days, failing which your joining will be delayed: -

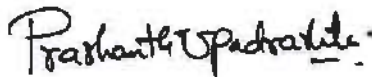
1. All educational/professional qualification certificates and mark sheets including Birth Certificate.
2. Experience Letter/Relieving Letter/Acceptance of Resignation copy from the previous employer.
3. Salary Certificate/Pay Slip from the previous employer and Form 16 (TDS Certificate) Income Tax Returns of the previous two years.
4. One Color Passport size photographs.
5. The copy of the Aadhar Card/ PAN Card/ Ration Card/ Voter ID Card/ Driving License.

You are expected to send us an acknowledgment & acceptance of this offer within 3 business days.

We look forward to working with you.

Yours sincerely,

Talenteast Staffing Services Pvt. Ltd.



Prashanth Upadrashta

VP Global Delivery & Operations



Principal



Offer: Computer Consultancy
Ref: TCSL/DT20222885405/Delhi
Date: 24/11/2022

Mr. Ankesh Jakhar
H.No. 346p,
Sec-6,
Jhajjar-124106,
Haryana.
Tel# -

Dear Ankesh Jakhar,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in **Grade Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &


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Farrukh Nagar - 120505

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Careers Serviceline: 1800-209-3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹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.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3113 Email: careers@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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Farukh Nagar - 122605



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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6

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3113 Email: careers@tcs.com



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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

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Dronacharya College of Engg.
Farrukh Nagar - 123609



12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

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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Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For 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,

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- address affidavits etc.)
- Passport / Acknowledgement letter of passport application
 - Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
 - 4 passport sized photographs
 - Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
 - An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

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22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

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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 overseas 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 & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Ankesh Jakhar
Designation	Assistant System Engineer-Trainee
Institute Name	Dronacharya College Of Engineering, Gurgaon

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
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>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</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark.Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	

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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. **Working in SBWS Framework:**

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.


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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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Offer: Computer Consultancy
Ref: TCSL/DT20222854412/Delhi
Date: 24/11/2022

Mr. Chandan Yadav
House No.5, Street No.8, Shyam Kunj, Bhondsi Maruti Kunj Road,
Shyam Kunj,
Gurgaon-122102,
Haryana.
Tel# 91-8468867750

Dear Chandan Yadav,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹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.


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PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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Dr. Anand Chandra
Principal
Dr. Anand Chandra College of Engg.
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3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

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12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

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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16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For 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,

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- address affidavits etc.)
- Passport / Acknowledgement letter of passport application
 - Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
 - 4 passport sized photographs
 - Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
 - An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

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22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

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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 overseas 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.

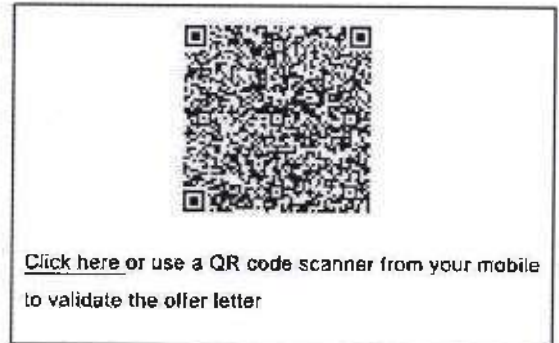
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Chandan Yadav
Designation	Assistant System Engineer-Trainee
Institute Name	Dronacharya College Of Engineering, Gurgaon

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
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>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</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Eospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Farrukh Nagar - 123509



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. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.


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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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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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Farukh Nagar - 128605

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Offer: Computer Consultancy
Ref: TCSL/DT20206481941/Delhi
Date: 07/06/2022

Mr. Piyush Garg
531/14 Ram Nagar,
Near Bhuteshwar Mandir,
Gurugram-122001,
Haryana.
Tel# -

Dear Piyush Garg,

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.

Based on your performance in TCS Flagship Contest and the subsequent interviews, we are pleased to make you a differential offer. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits will be ₹7,00,022/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹15,000/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹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. Personal Allowance

You will be eligible for a monthly personal allowance of ₹17,272/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB

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amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹400/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Course Completion Requirements

Your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

3. Probation Period

You will be on probation for three months. 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.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

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5. **Mobility**

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. **Confidentiality Agreement**

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. **Work in SBWS mode**

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such

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flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the 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

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCSL as may be determined by it at its own discretion having regard to the responsibilities

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shouldered by you while being in the employment of TCS.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English

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- 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 Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

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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 recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

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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 overseas 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 & AIP



- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xplore Centres
- Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Piyush Garg
Designation	Systems Engineer
Institute Name	Dronacharya College Of Engineering, Gurgaon

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
Quarterly Variable Allowance*	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
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264

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Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited; (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kunsaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>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</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	


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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 filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.


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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. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.


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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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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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Offer: Computer Consultancy
Ref: TCSL/DT20206748306/Delhi
Date: 21/12/2022

Mr. Prashant Goel
Rz-224 B/1 Street No- 14 A/8,
Sadh Nagar, Palam Colony,
New Delhi-110045,
New Delhi.
Tel# -

Dear Prashant Goel,

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 challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after

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completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of 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.

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4. 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 INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment 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.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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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.

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.

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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 as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs if any during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.


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2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

3. Probation Period

You will be on probation for three months. 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 Back Ground 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 over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you to any of its offices, work sites, or associated or Affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your 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.

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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.

10. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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.

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.

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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 reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

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18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of probation/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer


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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 Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

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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 recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.


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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 & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Prashant Goel
Designation	Systems Engineer
Institute Name	Dronacharya College Of Engineering, Gurgaon

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
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264

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Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>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</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	


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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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Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com


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Farrukh Nagar - 123608



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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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. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.


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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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Offer: Computer Consultancy
Ref: TCSL/DT20207416539/Delhi
Date: 21/12/2022

Ms. Purnima Sharma
House No - 1200, Block - A, Jahangir Puri, Delhi,
Jahangir Puri,
Delhi-110033,
Delhi.
Tel# -

Dear Purnima Sharma,

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 challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after

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completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of 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.

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4. 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 INR **4,300/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR **3,100/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment 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.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR **70,000/-** payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.


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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.

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.

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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 as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs if any during your academics and work experience. The management reserves the right to withdraw/ revoke the offer/appointment at any time at its sole discretion in case any discrepancy of false information is found in the details submitted by you.


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2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

3. Probation Period

You will be on probation for three months. 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 Back Ground 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 over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you to any of its offices, work sites, or associated or Affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your 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.

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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.

10. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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.

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.


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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 reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

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18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of probation/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer


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Farrukh Nagar - 128504



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 Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

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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 recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 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 & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Purnima Sharma
Designation	Systems Engineer
Institute Name	Dronacharya College Of Engineering, Gurgaon

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
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264

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Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL-ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>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</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	

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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 filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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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. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.


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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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[Signature]
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Farrokh Nagar - 128506



Offer: Computer Consultancy
Ref: TCSL/DT20222884993/Delhi
Date: 21/12/2022

Ms. Shivangi Mathur
E-3/80 Chanakya Place Part-1 Janakpuri Pankha Road,
Sun Shine School,
New Delhi-110059,
Delhi.
Tel# -

Dear Shivangi 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 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 challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after

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completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of 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.

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4. 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 INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment 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.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.


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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.

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.

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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 as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs if any during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

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2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

3. Probation Period

You will be on probation for three months. 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 Back Ground 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 over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you to any of its offices, work sites, or associated or Affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your 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.

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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.

10. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

11. Overseas International Assignment Agreement


If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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.

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.

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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 reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.


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18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of probation/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer


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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 Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

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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 recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.


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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 & AIP



- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xplore Centres
- Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Shivangi Mathur
Designation	Systems Engineer
Institute Name	Dronacharya College Of Engineering, Gurgaon

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
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264

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Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, {UNIT-II} - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>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</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	


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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 filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.


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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. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.


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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.


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10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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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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Offer: Computer Consultancy
Ref: TCSL/DT20222887445/Delhi
Date: 24/11/2022

Ms. Shruti Sharma
H No- 119/5,
Shiv Colony, Naharpur Rupa, Gurugram, Haryana,
Gurgaon-122001,
Haryana.
Tel# -

Dear Shruti Sharma,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹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.

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PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

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12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

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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16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For 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,

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- address affidavits etc.)
- Passport / Acknowledgement letter of passport application
 - Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
 - 4 passport sized photographs
 - Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
 - An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

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22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

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Farukh Nagar - 123503



(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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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 & AIP



- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xplore Centres
- Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Shruti Sharma
Designation	Assistant System Engineer-Trainee
Institute Name	Dronacharya College Of Engineering, Gurgaon

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
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>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</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	


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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 filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.


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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. **Working in SBWS Framework:**

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.


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Farukh Nagar - 122004



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay 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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December 19, 2022

Training & Offer Letter

Dear Abhishek,

Congratulations!

We are pleased to inform you that you have cleared our selection process. We'd like to offer you a training and subsequent job at Nagarro. You will begin your career as a **Trainee** and upon successful completion of your training, you will be promoted to be an **Associate Engineer** at Nagarro.

Training is an essential part of any fresher's onboarding process as it provides opportunities to work on latest technologies and exciting projects. We believe that the best way to learn is by working on real-world applications as compared to dummy projects.

We expect you to join us on **March 1, 2023**, when you will be in your last semester. You will be paid a stipend of **Rs 19,000/- per month** during the training period i.e., till September 2023.

If your performance is rated truly exceptional (outstanding) during training, you will be promoted to Associate Engineer just after 6 months of training on a package of ***Rs 4.5 LPA**. If your performance is rated less than outstanding during the period, you will be promoted to **Associate Engineer** in **November 2023**.

In case of any query related to your offer please drop in an email at campushiring@nagarro.com

To help complete joining formalities, may we request you to carry the following documents with you on the joining date.

- One Passport size photograph
- Proof of age
- Proof of Education Qualifications

We welcome you to a passionate and fun-filled pursuit of excellence at Nagarro!



Swati Yadav
Director
People Enablement, Nagarro

*The offer placed to you will be valid only if you attend the training period with Nagarro. In case you do not attend, the offer shall be withdrawn.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



nagarro
Thinking Breakthroughs

December 19, 2022

Training & Offer Letter

Dear Akriti,

Congratulations!

We are pleased to inform you that you have cleared our selection process. We'd like to offer you a training and subsequent job at Nagarro. You will begin your career as a **Trainee** and upon successful completion of your training, you will be promoted to be an **Associate Engineer** at Nagarro.

Training is an essential part of any fresher's onboarding process as it provides opportunities to work on latest technologies and exciting projects. We believe that the best way to learn is by working on real-world applications as compared to dummy projects.

We expect you to join us on **March 1, 2023**, when you will be in your last semester. You will be paid a stipend of **Rs 19,000/- per month** during the training period i.e., till September 2023.

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In case of any query related to your offer please drop in an email at campushiring@nagarro.com

To help complete joining formalities, may we request you to carry the following documents with you on the joining date.

- One Passport size photograph
- Proof of age
- Proof of Education Qualifications

We welcome you to a passionate and fun-filled pursuit of excellence at Nagarro!

Swati Yadav
Director
People Enablement, Nagarro

*The offer placed to you will be valid only if you attend the training period with Nagarro. In case you do not attend, the offer shall be withdrawn.

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

December 19, 2022

Training & Offer Letter

Dear Bhushan,

Congratulations!

We are pleased to inform you that you have cleared our selection process. We'd like to offer you a training and subsequent job at Nagarro. You will begin your career as a **Trainee** and upon successful completion of your training, you will be promoted to be an **Associate Engineer** at Nagarro.

Training is an essential part of any fresher's onboarding process as it provides opportunities to work on latest technologies and exciting projects. We believe that the best way to learn is by working on real-world applications as compared to dummy projects.

We expect you to join us on **March 1, 2023**, when you will be in your last semester. You will be paid a stipend of **Rs 19,000/- per month** during the training period i.e., till September 2023.

If your performance is rated truly exceptional (outstanding) during training, you will be promoted to Associate Engineer just after **6 months** of training on a package of ***Rs 4.5 LPA**. If your performance is rated less than outstanding during the period, you will be promoted to **Associate Engineer** in **November 2023**.

In case of any query related to your offer please drop in an email at campushiring@nagarro.com

To help complete joining formalities, may we request you to carry the following documents with you on the joining date.

- One Passport size photograph
- Proof of age
- Proof of Education Qualifications

We welcome you to a passionate and fun-filled pursuit of excellence at Nagarro!



Swati Yadav
Director
People Enablement, Nagarro

*The offer placed to you will be valid only if you attend the training period with Nagarro. In case you do not attend, the offer shall be withdrawn.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

December 19, 2022

Training & Offer Letter

Dear Devanshi,

Congratulations!

We are pleased to inform you that you have cleared our selection process. We'd like to offer you a training and subsequent job at Nagarro. You will begin your career as a **Trainee** and upon successful completion of your training, you will be promoted to be an **Associate Engineer** at Nagarro.

Training is an essential part of any fresher's onboarding process as it provides opportunities to work on latest technologies and exciting projects. We believe that the best way to learn is by working on real-world applications as compared to dummy projects.

We expect you to join us on **March 1, 2023**, when you will be in your last semester. You will be paid a stipend of **Rs 19,000/- per month** during the training period i.e., till September 2023.

If your performance is rated truly exceptional (outstanding) during training, you will be promoted to Associate Engineer just after 6 months of training on a package of ***Rs 4.5 LPA**. If your performance is rated less than outstanding during the period, you will be promoted to **Associate Engineer** in **November 2023**.

In case of any query related to your offer please drop in an email at campushiring@nagarro.com

To help complete joining formalities, may we request you to carry the following documents with you on the joining date.

- One Passport size photograph
- Proof of age
- Proof of Education Qualifications

We welcome you to a passionate and fun-filled pursuit of excellence at Nagarro!



Swati Yadav
Director
People Enablement, Nagarro

*The offer placed to you will be valid only if you attend the training period with Nagarro. In case you do not attend, the offer shall be withdrawn.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

December 19, 2022

Training & Offer Letter

Dear Hemika,

Congratulations!

We are pleased to inform you that you have cleared our selection process. We'd like to offer you a training and subsequent job at Nagarro. You will begin your career as a **Trainee** and upon successful completion of your training, you will be promoted to be an **Associate Engineer** at Nagarro.

Training is an essential part of any fresher's onboarding process as it provides opportunities to work on latest technologies and exciting projects. We believe that the best way to learn is by working on real-world applications as compared to dummy projects.

We expect you to join us on **March 1, 2023**, when you will be in your last semester. You will be paid a stipend of **Rs 19,000/- per month** during the training period i.e., till September 2023.

If your performance is rated truly exceptional (outstanding) during training, you will be promoted to Associate Engineer just after 6 months of training on a package of ***Rs 4.5 LPA**. If your performance is rated less than outstanding during the period, you will be promoted to **Associate Engineer** in **November 2023**.

In case of any query related to your offer please drop in an email at campushiring@nagarro.com

To help complete joining formalities, may we request you to carry the following documents with you on the joining date.


- One Passport size photograph
- Proof of age
- Proof of Education Qualifications

We welcome you to a passionate and fun-filled pursuit of excellence at Nagarro!



Swati Yadav
Director
People Enablement, Nagarro

*The offer placed to you will be valid only if you attend the training period with Nagarro. In case you do not attend, the offer shall be withdrawn.



Principal
Dronacharya College of Engg.
Farukh Nagar - 123606

December 19, 2022

Training & Offer Letter

Dear Hitain,

Congratulations!

We are pleased to inform you that you have cleared our selection process. We'd like to offer you a training and subsequent job at Nagarro. You will begin your career as a **Trainee** and upon successful completion of your training, you will be promoted to be an **Associate Engineer** at Nagarro.

Training is an essential part of any fresher's onboarding process as it provides opportunities to work on latest technologies and exciting projects. We believe that the best way to learn is by working on real-world applications as compared to dummy projects.

We expect you to join us on **March 1, 2023**, when you will be in your last semester. You will be paid a stipend of **Rs 19,000/- per month** during the training period i.e., till September 2023.

If your performance is rated truly exceptional (outstanding) during training, you will be promoted to Associate Engineer just after 6 months of training on a package of ***Rs 4.5 LPA**. If your performance is rated less than outstanding during the period, you will be promoted to **Associate Engineer** in **November 2023**.

In case of any query related to your offer please drop in an email at campushiring@nagarro.com

To help complete joining formalities, may we request you to carry the following documents with you on the joining date.


- One Passport size photograph
- Proof of age
- Proof of Education Qualifications

We welcome you to a passionate and fun-filled pursuit of excellence at Nagarro!



Swati Yadav
Director
People Enablement, Nagarro

*The offer placed to you will be valid only if you attend the training period with Nagarro. In case you do not attend, the offer shall be withdrawn.



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



nagarro
Thinking Breakthroughs

December 19, 2022

Training & Offer Letter

Dear Prashant,

Congratulations!

We are pleased to inform you that you have cleared our selection process. We'd like to offer you a training and subsequent job at Nagarro. You will begin your career as a **Trainee** and upon successful completion of your training, you will be promoted to be an **Associate Engineer** at Nagarro.

Training is an essential part of any fresher's onboarding process as it provides opportunities to work on latest technologies and exciting projects. We believe that the best way to learn is by working on real-world applications as compared to dummy projects.

We expect you to join us on **March 1, 2023**, when you will be in your last semester. You will be paid a stipend of **Rs 19,000/- per month** during the training period i.e., till September 2023.

If your performance is rated truly exceptional (outstanding) during training, you will be promoted to Associate Engineer just after 6 months of training on a package of ***Rs 4.5 LPA**. If your performance is rated less than outstanding during the period, you will be promoted to **Associate Engineer** in **November 2023**.

In case of any query related to your offer please drop in an email at campushiring@nagarro.com

To help complete joining formalities, may we request you to carry the following documents with you on the joining date.

- One Passport size photograph
- Proof of age
- Proof of Education Qualifications

We welcome you to a passionate and fun-filled pursuit of excellence at Nagarro!

Swati Yadav
Director
People Enablement, Nagarro

*The offer placed to you will be valid only if you attend the training period with Nagarro. In case you do not attend, the offer shall be withdrawn.

Principal
Dronacharya College of Engg.
Farrukh Nagar - 128506

29 September, 2022

OFFER OF APPOINTMENT

To

Mr. Vivek Singh
Palam Road, New Delhi

Dear Mr. Vivek,

With reference to your application and subsequent discussions we had with you, we are pleased to offer you two years training as the position of **Graduate Engineer Trainee, Research & Development** at **Sector 8, Manesar, Haryana** the terms and conditions mutually discussed and agreed.


You are requested to join the duties on or before **03 October, 2022**. Please bring the following documents with you at the time of joining:-


1. Originals with a photocopy of each of your educational certificates
2. Proof of age & address (Copy of Adhar card & Pan Card is mandatory to submit)
3. Five recent passport size photographs

The formal letter of appointment will be given to you after your joining in our organization.

Kindly sign and return the duplicate copy of this letter in confirmation of your acceptance.

For Napino Auto & Electronics Limited


Aditya Sinha
Head - Corporate Human Resources


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

17 September, 2022

OFFER OF APPOINTMENT

To

Mr. Ajay Thakran
Gurugram, Haryana

Dear Mr. Ajay,

With reference to your application and subsequent discussions we had with you, we are pleased to offer you two years training as the position of **Graduate Engineer Trainee, Research & Development** at **Sector 8, Manesar, Haryana** the terms and conditions mutually discussed and agreed.

You are requested to join the duties on or before **03 October, 2022**. Please bring the following documents with you at the time of joining:-

1. Originals with a photocopy of each of your educational certificates
2. Proof of age & address (Copy of Adhar card & Pan Card is mandatory to submit)
3. Five recent passport size photographs

The formal letter of appointment will be given to you after your joining in our organization.

Kindly sign and return the duplicate copy of this letter in confirmation of your acceptance.

For Napino Auto & Electronics Limited


Aditya Sinha
Head – Corporate Human Resources


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125506

17 September, 2022

OFFER OF APPOINTMENT

To

Mr. Dhruv Sharma
Gurugram, Haryana

Dear Mr. Dhruv,

With reference to your application and subsequent discussions we had with you, we are pleased to offer you two years training as the position of **Graduate Engineer Trainee, Research & Development** at **Sector 8, Manesar, Haryana** the terms and conditions mutually discussed and agreed.

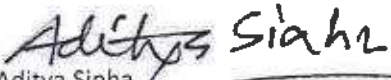
You are requested to join the duties on or before **03 October, 2022**. Please bring the following documents with you at the time of joining:-

1. Originals with a photocopy of each of your educational certificates
2. Proof of age & address (Copy of Adhar card & Pan Card is mandatory to submit)
3. Five recent passport size photographs

The formal letter of appointment will be given to you after your joining in our organization.

Kindly sign and return the duplicate copy of this letter in confirmation of your acceptance.

For Napino Auto & Electronics Limited


Aditya Sinha
Head – Corporate Human Resources


Principal
Dronacharya College of Engg.
Farrukh Nagar - 128606

17 September, 2022

OFFER OF APPOINTMENT

To

Mr. Nitin Kumar
Gurugram, Haryana

Dear Mr. Nitin,

With reference to your application and subsequent discussions we had with you, we are pleased to offer you two years training as the position of **Graduate Engineer Trainee, Research & Development** at **Sector 8, Manesar, Haryana** the terms and conditions mutually discussed and agreed.

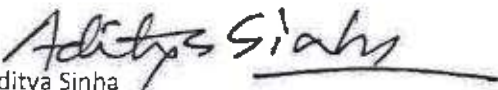
You are requested to join the duties on or before **03 October, 2022**. Please bring the following documents with you at the time of joining:-

1. Originals with a photocopy of each of your educational certificates
2. Proof of age & address (Copy of Adhar card & Pan Card is mandatory to submit)
3. Five recent passport size photographs

The formal letter of appointment will be given to you after your joining in our organization.

Kindly sign and return the duplicate copy of this letter in confirmation of your acceptance.

For Napino Auto & Electronics Limited


Aditya Sinha
Head – Corporate Human Resources


Principal
Dronacharya College of Engg.
Farrukh Nagar - 128506

19 November, 2022

OFFER OF APPOINTMENT

To

Mr. Munikant Ranjan

House No. 144, Street No. 6D/2, K Block,
Near Anand Public School, Mahipalpur, New Delhi 110037

Dear Mr. Munikant,

With reference to your application and subsequent discussions we had with you, we are pleased to offer you two year training as the position of **Gradute Engineer Trainee - Research & Development** at **Sector B, Manesar** the terms and conditions mutually discussed and agreed. Please bring the following documents with you at the time of joining:-


You are requested to join the duties on or before **02 January, 2023**. Please bring the following documents with you at the time of joining:-

1. Originals with a photocopy of each of your educational certificates
2. Proof of age & address (Copy of Adhar card & Pan Card is mandatory to submit)
3. Five recent passport size photographs

The formal letter of appointment will be given to you after your joining in our organization.

Kindly sign and return the duplicate copy of this letter in confirmation of your acceptance.

For Napino Control Systems Private Limited


Aditya Sinha
Head - Corporate Human Resources

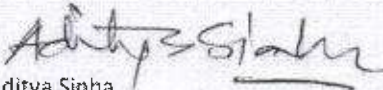

Principal
Dronacharya College of Engg.
Narrukh Nagar - 123006

ANNEXURE-I
Detailed Salary Structure

Name	Mr. Munikant Ranjan
Designation	Graduate Engineer Trainee
Department	Research & Development
Location	Sector 8, Manesar

Salary Components	Total Amount in Rupees CTC (Monthly)	Total Amount in Rupees CTC (Yearly)
Basic Pay	10000	120000
House Rent Allowance	5000	60000
Personal Pay	10000	120000
(A) Gross	25000	300000
PF @ 12% of Basic pay (Employer Contribution)	1200	14400
(B) Sub Total	1200	14400
Total CTC (A+B)	26200	314400

For Napino Control Systems Private Limited


Aditya Sinha
Head - Corporate Human Resources


Principal
Dronacharya College of Engg.
Farukh Nagar - 128506

01st December 2022

INTERNSHIP LETTER

To

Mr. Nitin Kumar
Sher Saha Road, Sakri Gali, Patna City,
Gulzar Bagh, Patna, Bihar - 800007

Dear Mr. Nitin,

With reference to your application and subsequent discussions we had with you, we are pleased to offer you for 02 months Internship opportunity with Napino Digital Solutions Pvt. Ltd. With the organization on the terms and conditions mutually discussed and agreed upon.

1. Your internship will start on 09th January 2023 and will end on 09th March 2023.
2. **Mr. Pradeep** will be your **Project Guide** and **Ms. Kiran** shall be your **HR SPOC**.
3. During the internship period, you shall be paid a stipend of INR 10,000 per month by the organization.
4. You shall maintain the confidentiality of Technical Information or Business Information or any other proprietary information that you are privy to during the internship with us. If the organization came to know that you have disclosed or divulged any information to an outside person/agency, you shall be liable for appropriate legal proceedings.


Kindly sign and return the duplicate copy of this letter in confirmation of your acceptance.

For Napino Digital Solutions Private Limited

VINAY Digitally signed
by VINAY VIJAY
VIJAY SOLANKI
SOLANKI Date: 2022.12.01
19.02.01 +05'30'

Vinay Solanki

Head – Napino Digital Solutions



Principal
Dronacharya College of Engg
Farukh Nagar - 123506

NAPINO DIGITAL SOLUTIONS PRIVATE LIMITED

Plot No. 441, Sector 8, IMT, Manesar, District Gurugram, Haryana 122 050, India

Registered Office: Plot No. 7, Sector 3, IMT, Manesar, District Gurugram, Haryana 122 050, India

Tel: +91 124 4177200, E-mail: info@napino.com, Corporate Identity Number (CIN): U31904HR2021PTC095310

01st December 2022

INTERNSHIP LETTER

To

Mr. Parth Verma
RZ A-70, Nand Ram Park,
Uttam Nagar, West Delhi, Delhi - 110059

Dear Mr. Parth,

With reference to your application and subsequent discussions we had with you, we are pleased to offer you for 02 months Internship opportunity with Napino Digital Solutions Pvt. Ltd. With the organization on the terms and conditions mutually discussed and agreed upon.

1. Your internship will start on 09th January 2023 and will end on 09th March 2023.
2. **Mr. Gaurav Bhuttani** will be your **Project Guide** and **Ms. Kiran** shall be your **HR SPOC**.
3. During the internship period, you shall be paid a stipend of INR 10,000 per month by the organization.
4. You shall maintain the confidentiality of Technical Information or Business Information or any other proprietary information that you are privy to during the internship with us. If the organization came to know that you have disclosed or divulged any information to an outside person/agency, you shall be liable for appropriate legal proceedings.

Kindly sign and return the duplicate copy of this letter in confirmation of your acceptance.

For Napino Digital Solutions Private Limited

VINAY Digitally signed
by VINAY VIJAY
VIJAY SOLANKI
SOLANKI Date: 2022.12.01
19:02:52 +05'30'
Vinay Solanki
Head – Napino Digital Solutions



Principal
Dronacharya College of Engg.
Farukh Nagar - 123006

NAPINO DIGITAL SOLUTIONS PRIVATE LIMITED

Plot No. 441, Sector 8, IMT, Manesar, District Gurugram, Haryana 122 050, India

Registered Office: Plot No. 7, Sector 3, IMT, Manesar, District Gurugram, Haryana 122 050, India

Tel: +91 124 4177200, E-mail: info@napino.com, Corporate Identity Number (CIN): U31904HR2021PTC095310

01st December 2022

INTERNSHIP LETTER

To

Mr. Ritik Pandey
16/111 E, Gali No. 02,
Tank Road, Anand Puri, Karol Bagh,
Central Delhi, Delhi - 110055

Dear Mr. Ritik,

With reference to your application and subsequent discussions we had with you, we are pleased to offer you for 02 months Internship opportunity with Napino Digital Solutions Pvt. Ltd. With the organization on the terms and conditions mutually discussed and agreed upon.

1. Your internship will start on 09th January 2023 and will end on 09th March 2023.
2. **Mr. Akshay Kumar** will be your **Project Guide** and **Ms. Kiran** shall be your **HR SPOC**.
3. During the internship period, you shall be paid a stipend of INR 10,000 per month by the organization.
4. You shall maintain the confidentiality of Technical Information or Business Information or any other proprietary information that you are privy to during the internship with us. If the organization came to know that you have disclosed or divulged any information to an outside person/agency, you shall be liable for appropriate legal proceedings.

Kindly sign and return the duplicate copy of this letter in confirmation of your acceptance.

For Napino Digital Solutions Private Limited

VINAY Digitally signed
by VINAY VIJAY
VIJAY SOLANKI
SOLANKI Date: 2022.12.01
19:03:32 +05'30'
Vinay Solanki
Head – Napino Digital Solutions



Principal
Dronacharya College of Engg.
Farukh Nagar - 123006

NAPINO DIGITAL SOLUTIONS PRIVATE LIMITED

Plot No. 441, Sector 8, IMT, Manesar, District Gurugram, Haryana 122 050, India

Registered Office: Plot No. 7, Sector 3, IMT, Manesar, District Gurugram, Haryana 122 050, India

Tel: +91 124 4177200, E-mail: info@napino.com, Corporate Identity Number (CIN): U31904HR2021PTC095310

01st December 2022

INTERNSHIP LETTER

To

Mr. Yogesh
RZ-160, Dharampura Phase -1,
Najafgarh, Southwest Delhi, Delhi - 110043

Dear Mr. Yogesh,

With reference to your application and subsequent discussions we had with you, we are pleased to offer you for 02 months Internship opportunity with Napino Digital Solutions Pvt. Ltd. With the organization on the terms and conditions mutually discussed and agreed upon.

1. Your internship will start on 09th January 2023 and will end on 09th March 2023.
2. **Mr. Gaurav Bhuttani** will be your **Project Guide** and **Ms. Kiran** shall be your **HR SPOC**.
3. During the internship period, you shall be paid a stipend of INR 10,000 per month by the organization.
4. You shall maintain the confidentiality of Technical Information or Business Information or any other proprietary information that you are privy to during the internship with us. If the organization came to know that you have disclosed or divulged any information to an outside person/agency, you shall be liable for appropriate legal proceedings.

Kindly sign and return the duplicate copy of this letter in confirmation of your acceptance.

For Napino Digital Solutions Private Limited

VINAY Digitally signed
by VINAY VIJAY
VIJAY SOLANKI
SOLANKI Date: 2022.12.01
19:04:19 +05'30'
Vinay Solanki

Head – Napino Digital Solutions



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

NAPINO DIGITAL SOLUTIONS PRIVATE LIMITED

Plot No. 441, Sector 8, IMT, Manesar, District Gurugram, Haryana 122 050, India

Registered Office: Plot No. 7, Sector 3, IMT, Manesar, District Gurugram, Haryana 122 050, India

Tel: +91 124 4177200, E-mail: info@napino.com, Corporate Identity Number (CIN): U31904HR2021PTC095310

10th September 2022

OFFER OF APPOINTMENT

To

Mr. Manav Yadav
S/o Manoj Kumar
House No 110, Swaroop Garden
Railway Station, Gurugram, Haryana - 122001

Dear Mr. Manav,

With reference to your application and subsequent discussion we had with you, we are pleased to offer you **Two years of training as a Graduate Engineer Trainee – Business Operations (Marketing)** at the **Gurugram location** in our organization. You will be reported to our Gurugram office at **09:00 AM** for Joining Formalities on the terms and conditions mutually discussed and agreed.

The formal letter of appointment will be given to you after your joining in our organization.

You are requested to join the office to be part of our family on or before **15th Sept'22** Please bring the following documents with you at the time of joining: -

1. Originals with a photocopy of each of your educational certificates
2. Proof of age & address (Copy of Aadhar card & Pan Card is mandatory)
3. Five recent passport-size photographs

Kindly sign and return the duplicate copy of this letter in confirmation of your acceptance.

For Napino Digital Solutions Private Limited



Vinay Solanki
Head – Napino Digital Solutions

NAPINO DIGITAL SOLUTIONS PRIVATE LIMITED

Plot No. 441, Sector 8, IMT, Manesar, District Gurugram, Haryana - 122001, India

Registered office: Plot No. 7, Sector 7, IMT, Manesar, District Gurugram, Haryana - 122050, India

Tel: +91 124 4177200, Email: E-mainfo@napino.com, Corporate Identity Number: U91904HR2002LP1005326

Dr. Pradyumn Chandra
Farrukh Nigam

NTHR/22-23/V459

Date-14th October 2022

To,
Vivek Kumar
32/5, gali no. - 3, behind krishna manglani garden,
near pooja marble, rajiv nagar, pin-122001

Dear Vivek,

Congratulations! You are part of the Neebal family !! We are pleased to extend to you our offer to join Neebal Technologies Private Limited (henceforth referred to as "Neebal" or the "Company"), as a **{{Designation 1}}** on the terms and conditions set forth in this Offer Letter.

You will join us as a full-time employee on **15th June 2023**. Your base location would be Mumbai. The address of our premises is B1-007, Boomerang, Chandivall Farm Road, Powai, Andheri (East), Mumbai - 400 072. As long as you join us as a full-time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached Annexure A (during your period of probation) and thereafter as per Annexure B subject to the following terms and conditions:

PRE-JOINING REQUIREMENT

You are required to complete the below-mentioned pre-requisite courses at your own expense and submit the course completion badges, certificates or relevant documents for all the given courses at least 7 working days before your date of joining. In case of non-submission or course not conducted or partially done, the offer of employment stands canceled.

Course Name
Basics of Programming + Java
HTML/CSS
Database
Javascript

PERIOD OF PROBATION

You are subject to a **six-month** probationary period from the date you report for work. It is essential that you join on the date as mentioned in the offer letter. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn. During the probation period, your performance will be continuously evaluated and your appointment will be confirmed after the successful completion of the said period of probation or any extension thereof with an Appointment Letter. Neebal reserves the right to terminate the employee within 30 days without any compensation in case of mediocre performance.

EMPLOYMENT CONFIRMATION

You will be required to complete the following certification within 6 months from your date of joining. This is a prerequisite for the confirmation process. If you have already completed the certification in the past, the same will be validated at the time of confirmation.

For all Engineers - OCPJP

Neebal Technologies Pvt .Ltd
B1 - 007, Boomerang, Chandivall Farm Road, Andheri (E), Mumbai - 400 072, Maharashtra
T +912228574118 . E contact@neebal.com . W www.neebal.com
CIN U74120MH2012PTC226006

Vivek Kumar
Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

On successful completion of the said probation period or any extension thereof, of which the Company shall be the sole judge, your employment will be confirmed with Neebal for which a suitable written communication will be issued in your favour.

BENEFITS, INCREMENT AND PROMOTION

Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company. You will receive the remuneration defined in Annexure B during the probation period.

After successful completion of the said probation period or any extension thereof, of which the Company shall be the sole judge, your employment will be confirmed with Neebal and your annual all inclusive Cost To Company (CTC) will be incremented as per Annexure B.

Your annual variable component will be based on your performance rating accrued to you by your supervisors and the feedback of our clients. Neebal follows a rating system of 1-5. Variable amount will be paid out after completing 3 years of employment bond.

You will be eligible for your next annual increment in **April 2025**.

You will be responsible to plan for appropriate tax savings, the satisfactory proof of which will be submitted to us well in time or else the applicable taxes will be deducted from your monthly salary. A complete breakup of your salary structure is defined in Annexure B.

MINIMUM SERVICE PERIOD

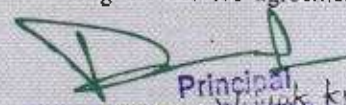
Neebal has invested and continues to invest a large sum of money in creating and maintaining world-class facilities to ensure the growth and development of its employees by making available to them continuous learning/training programs, access to the latest books and periodicals that are published globally, providing them with the latest hardware gadgets and software tools that are available, etc. and as such expects each of its employees to work a minimum no. of **30 months** (excluding probation period of 6 months) with Neebal failing which, you will be liable to pay Neebal a sum of **INR 1,50,000.00 (Rupees One Lakh Fifty Thousand Only)**. A non-dated cheque of the above-mentioned amount will be required to be submitted by you on your first day of employment favoring Neebal Technologies Pvt. Ltd. that will remain in the custody of Neebal and will be returned to you on your completion of the said minimum period of service as mentioned above.

TRANSFER

Neebal reserves the right to transfer your services at any of its offices, work-sites, associates or affiliate companies including at its client's location anywhere within or outside India, on the terms and conditions as applicable to you at the time of transfer.

CONDUCT

You shall not at any time engage in or be concerned with or become interested, directly or indirectly in any business (including that of Neebal's customers), work or activity other than that of the Company or commit any act prejudicial to the interests of the Company and/or its business (The Company is the sole judge thereof). You shall be governed by all rules, regulations and policies of the Company. You will be liable to pay the service agreement fee if your services are terminated on the grounds of noncompliance with policies or non-performance during the service agreement period.


Principal
Dr. Acharya
Farrukh Nagar - 123506

Neebal Technologies Pvt .Ltd

B1 - 007, Boomerang, Chandivall Farm Road, Andheri (E), Mumbai - 400 072

T +912228574118 . E contact@neebal.com . W www.neebal.com

CIN U74120MH2012PTC226006



CERTIFICATE

This is to certify that Mr. Prateek Saraswat (22959) , a student of B. Tech (Mechanical Engineering) from Dronacharya College of Engineering has undertaken the Industrial Training at MINDA NABTESCO AUTOMOTIVE PVT. LTD. during 08th August'22 to till under my supervision & guidance. He has doing his Industrial Training Design deptt.

Seal of the Organization

Date: 25th Nov'2022



Signature of Guide

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123500

Admission Dronacharya Group of Institutions

From: Anju Kataria <hrmuds@fortherestofus.net>
Sent: Friday, December 16, 2022 2:45 PM
To: tpo@ggnindia.dronacharya.info
Cc: Jyotsana Srivastava
Subject: Selected students name for BDE Profile

Good Afternoon

Greetings!!

As discussed I am sharing you the names of the students who are selected for BDE Profile.

Vishal Khana(CSE) /9971249288
Dheeraj (CSE)/9599126195

Thanks & Regards



Anju Kataria
HR Assistant
Muds Management Private Limited



Direct: [08069204628](tel:08069204628)
WhatsApp: [9729026847](tel:9729026847)
hrmuds@fortherestofus.net
www.muds.co.in
A-60, Sanjay Gram, Opp - Sector 14, Gurugram-122001

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



17/05/2022

Rohan Chauhan
Flat No. 405, Khushboo Apartment
Sector 9A, Gurugram, PIN 122001

Dear Rohan,

We are pleased to offer you the Executive position in the Marketing & Sales department at Mindpurpose Leadership Private Limited from 1st June 2022. You will be reporting directly to Mandeep Yadav (Managing Director) at the Gurugram office. We believe your skills and experience are an excellent match for our company.

In this role, you will be required to generate new leads, follow up with existing leads, creating and run marketing campaigns to sell leadership development programs to the organisations and individuals.

The monthly starting salary for this position is INR 50,000/- (comprises fixed and variable parts based on the sales volume) to be paid monthly.

Your employment with Mindpurpose Limited Pvt. Ltd. will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period.

Please confirm your acceptance of this offer by signing and returning this letter by 27th May 2022.

We are excited to have you join our team! If you have any questions, please feel free to reach out.

For Mind Purpose Leadership
Sincerely,
Mandeep Yadav
17/5/22
Private Limited

Mandeep Yadav
Managing Director

Director

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123566

Mind Purpose Leadership Pvt. Ltd. B-49, Sector 11, Faridabad, Haryana, India
PIN - 121006, Telephone: (+91) 99401-62439 Email: support@mindpurpose.in

Admission Dronacharya Group of Institutions

From: Divya Chauhan <divya.chauhan@meridiansolutions.co.in>
Sent: Tuesday, November 15, 2022 9:51 AM
To: TPO; Priyanka kataria
Cc: principal@ggnindia.dronacharya.info
Subject: Re: Meridian Solutions

Dear Team,

We have finalized 2 more kindly find below.

14042	Harsh Sharma	9953240375	harshsharma0020@gmail.com	https://drive.google.com/u/0/open?usp=forms_web&id=wSNQk000317c
22074	Kartik Saini	9306269365	kartiksaini2501@gmail.com	https://drive.google.com/u/0/open?usp=forms_web&id=7c

Thanks,

Stay Safe!

Best Regards,
Divya Chauhan



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Meridian Solutions Pvt. Ltd,

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M: 7018283677

W: <http://onmeridian.com>



From: TPO <tpo@ggnindia.dronacharya.info>

Sent: Monday, November 14, 2022 11:58 AM

To: Divya Chauhan <divya.chauhan@meridiansolutions.co.in>; Priyanka kataria <Priyanka.kataria@onmeridian.com>

Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>

Subject: RE: Meridian Solutions

Dear Ma'am,


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Noted with Thanks !!

Kind Regards
Renu Dua
Dronacharya

From: Divya Chauhan [mailto:divya.chauhan@meridiansolutions.co.in]
Sent: Monday, November 14, 2022 11:39 AM
To: TPO; Priyanka kataria
Cc: principal@ggnindia.dronacharya.info
Subject: Re: Meridian Solutions

Dear Team,

Yes, we are hiring more people around 10 will keep you posted.

Thanks,

Stay Safe!

Best Regards,
Divya Chauhan



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122018
M: 7018283677
W: <http://onmeridian.com>

Gold
Microsoft Partner
Small and Medium



From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Monday, November 14, 2022 11:37 AM
To: Divya Chauhan <divya.chauhan@meridiansolutions.co.in>; Priyanka kataria <Priyanka.kataria@onmeridian.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>
Subject: RE: Meridian Solutions

Good Morning Ma'am,

Thank you so much for interviewing and selecting our students.

Principal
Dronacharya College of Engg.
Gurgaon, Haryana - 122006

We look forward to more hiring in the future as well.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Divya Chauhan [mailto:divya.chauhan@meridiansolutions.co.in]

Sent: Monday, November 14, 2022 10:07 AM

To: TPO; Priyanka kataria

Cc: principal@ggnindia.dronacharya.info

Subject: Re: Meridian Solutions

Dear Team,

I am sharing with you the list of students selected so far pfa.

14003	Ajay Rai	9643054341	ajayrai1012@gmail.com	https://drive.google.com/u/0/open?usp=for
14016	divyanshu agarwal	7520880123	divyanshuagarwalnow@gmail.com	https://drive.google.com/u/0/open?usp=for
22373	Akriti sinha	8700944620	akritisinha2001@gmail.com	https://drive.google.com/u/0/open?usp=for
22157	Simran Yadav	9971158940	simrany200212@gmail.com	https://drive.google.com/u/0/open?usp=for
22063	Harsh Yadav	8527711014	harshbtech00@gmail.com	https://drive.google.com/u/0/open?usp=for
14074	Parth Narang	9654224381	parth.14074@ggnindia.dronacharya.info	https://drive.google.com/u/0/open?usp=forms

Thanks,

Stay Safe!

Best Regards,
Divya Chauhan


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



Sales Offices: New Delhi | Gurgaon | Mumbai | Bangalore | Chandigarh | Kolkata | Dubai

Meridian Solutions Pvt. Ltd,

Office no-1103 & 1104, 11th Floor, Tower B4,Spaze I-Tech Park, Sohna Road, Sector 49, Gurugram, Haryana, 122018

M: 7018283677

W: <http://onmeridian.com>

Gold
Microsoft Partner
Small and Midsize



From: TPO <tpo@ggnindia.dronacharya.info>

Sent: Saturday, October 8, 2022 5:25 PM

To: Divya Chauhan <divya.chauhan@meridiansolutions.co.in>; Priyanka kataria <Priyanka.kataria@onmeridian.com>

Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>

Subject: RE: Meridian Solutions

Dear Team,

Greetings!!

Please find attached database of interested students for your kind reference.

Looking forward to schedule.

Kind Regards

Renu Dua

Dronacharya

From: TPO [mailto:tpo@ggnindia.dronacharya.info]

Sent: Friday, October 7, 2022 12:30 PM

To: 'Divya Chauhan'; 'Priyanka kataria'

Cc: 'principal@ggnindia.dronacharya.info'

Subject: RE: Meridian Solutions

Noted with Thanks Ma'am!!

Kind Regards

Renu Dua

Dronacharya

From: Divya Chauhan [mailto:divya.chauhan@meridiansolutions.co.in]

Sent: Friday, October 7, 2022 12:25 PM

To: TPO; Priyanka kataria

Cc: principal@ggnindia.dronacharya.info

Subject: Re: Meridian Solutions


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Yes, I confirm.

Thanks,

Stay Safe!

Best Regards,
Divya Chauhan



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122018
M: 7018283677
W: <http://onmeridian.com>



From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Friday, October 7, 2022 12:23 PM
To: Divya Chauhan <divya.chauhan@meridiansolutions.co.in>; Priyanka kataria <Priyanka.kataria@onmeridian.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>
Subject: RE: Meridian Solutions

Dear Divya Ma'am,

This is to kind inform you that we have done with our 2022 batch placement process and started the placement process of our current 2023 batch.

Kindly confirm?

Kind Regards
Renu Dua
Dronacharya

From: Divya Chauhan [mailto:divya.chauhan@meridiansolutions.co.in]
Sent: Friday, October 7, 2022 12:13 PM
To: TPO; Priyanka kataria
Cc: principal@ggnindia.dronacharya.info
Subject: Re: Meridian Solutions

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Dear Renu,

Do let us know the Venue day and date for the Campus placement drive for 2022 pass outs .

Thanks,

Stay Safe!

Best Regards,
Divya Chauhan



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122018
M: 7018283677
W: <http://onmeridian.com>



From: Divya Chauhan <divya.chauhan@meridiansolutions.co.in>
Sent: Friday, October 7, 2022 10:48 AM
To: TPO <tpo@ggnindia.dronacharya.info>; Priyanka kataria <Priyanka.kataria@onmeridian.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>
Subject: Re: Meridian Solutions

Dear Renu,

Noted we look forward to your response.

Thanks,

Stay Safe!

Best Regards,
Divya Chauhan



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Dronacharya College of Engg
Dubai Nagar - 123506

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M: 7018283677

W: <http://onmeridian.com>

Gold
Microsoft Partner
Small and Midsize



From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Friday, October 7, 2022 10:47 AM
To: Priyanka kataria <Priyanka.kataria@onmeridian.com>
Cc: Divya Chauhan <divya.chauhan@meridiansolutions.co.in>; principal@ggnindia.dronacharya.info
<principal@ggnindia.dronacharya.info>
Subject: RE: Meridian Solutions

Dear Team,

Greetings!!

Thank you so much for sharing the opportunity.

As discussed, we will share the database of interested students tomorrow.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Priyanka kataria [<mailto:Priyanka.kataria@onmeridian.com>]
Sent: Thursday, October 6, 2022 3:13 PM
To: tpo@ggnindia.dronacharya.info
Cc: Divya Chauhan
Subject: Fw: Meridian Solutions


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Dear Team,

Greetings of the day.
Hope you're doing well!

Meridian Solutions is the leading Security and Cloud Solutions partner in India with 1400+ customer relationships. Meridian is a **Tier 1 Cloud Solutions Partner (CSP)** and **Gold Certified Cloud Productivity Partner** of Microsoft.

As an established partner, Meridian has a track record in excellence across Microsoft's portfolio of products. From supporting Office 365, Teams and Azure to developing digitally transformative solutions in SharePoint and Dynamics 365, we help organizations get the most from Microsoft's product offerings for more details I am sharing with you the website link kindly find below:

- [Meridian Solutions India | Enabling Cloud Solutions \(onmeridian.com\)](https://onmeridian.com)

I am sharing with you the JD kindly find below:

Selected Business Development Executive (Sales)- Intern day-to-day responsibilities include:

1. Handle lead generation and sales closure in the respective territory
2. Understand the solution portfolio of Meridian and present these solutions to the customer
3. Prepare and share customer quotations, closure of the sale, and follow-up on customer payments
4. Understand customer's requirements and prepare & present IT solutions based on their requirement for Share Point, D365, TUM & large accounts
5. Capture all the customer details and develop a master database of customers with key contact people, contact numbers, addresses, size of the company, etc.
6. Leverage own contacts in the SMB & enterprise businesses and reach out to them to secure business opportunities
7. Follow up and handle the closures on the Leads and opportunities provided by the inside sales team of Meridian
8. Represent the company in front of the customer and ensure utmost professionalism
9. Engage in regular reporting on the sales activities including leads and closures

Skill(s) required

Cloud Computing English Proficiency (Spoken) Microsoft Azure **Other requirements**

1. MBA or graduate sales/marketing in the IT sector
2. Good understanding of IT solutions - Cloud Solutions/Networking/Hardware
3. Understanding of Microsoft Cloud offerings is desirable
4. Excellent communication skills in English and local language
5. IT sales hardware/software knowledge
6. Client relationship, emphasizing excellence, negotiation skills


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Location -Office no-1103 & 1104, 11th Floor, Tower B4,Spaze I-Tech Park, Sohna Road, Sector 49, Gurugram, Haryana, 122018

Duration -6 Months

No of Interns -10
Stipend-20k

Selected **Cloud Solution Executive** intern's day-to-day responsibilities include:

1. Performing email configuration related tasks allocated by the team lead
2. Supporting customers in their cloud migration
3. Providing telephonic support to customers for all their technical issues
4. Developing solutions and expertise on cloud technology
5. Handling technical discussions with customers on Azure, Office 365 related matters

Skill(s) required Cloud Computing Microsoft Azure **Other requirements**

1. Expertise in Microsoft Azure and MWP (modern workplace) solutions
2. Good understanding of IT solutions - cloud solutions/networking/hardware
3. Good knowledge of cloud computing services
4. Good understanding of email working principle
5. Graduation in BTech, MCA, BSc computer science
6. Good understanding of SaaS services
7. Good knowledge of cloud computing services
8. Good understanding of email working principle
9. Excellent verbal and written communication skills

Duration - 6 Months

Location - Office no-1103 & 1104, 11th Floor, Tower B4, Spaze I-Tech Park, Sohna Road, Sector 49, Gurugram, Haryana, 122018

Stipend - 20K

Note: No work from home will be provided.

Thanks,

Stay Safe!

Best Regards,
Priyanka Kataria



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Meridian Solutions Pvt. Ltd,

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W: <http://onmeridian.com>


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Farrukh Nagar - 121006

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Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Divya Chauhan <divya.chauhan@meridiansolutions.co.in>
Sent: Monday, November 14, 2022 10:07 AM
To: TPO; Priyanka kataria
Cc: principal@ggnindia.dronacharya.info
Subject: Re: Meridian Solutions

Dear Team,

I am sharing with you the list of students selected so far pfa.

14003	Ajay Rai	9643054141	ajayrai012@gmail.com	https://drive.google.com/u/0/open?usp=for
14016	divyanshu agarwal	7520880123	divyanshuagarwalnow@gmail.com	https://drive.google.com/u/0/open?usp=for
22373	Akriti sinha	8700944620	akritisinha2001@gmail.com	https://drive.google.com/u/0/open?usp=for
22157	Simran Yadav	9971158940	simrany200212@gmail.com	https://drive.google.com/u/0/open?usp=for
22063	Harsh Yadav	8527711014	harshbtech00@gmail.com	https://drive.google.com/u/0/open?usp=for
14074	Parth Narang	9654224381	parth.14074@gnindia.dronacharya.info	https://drive.google.com/u/0/open?usp=for

Thanks,

Stay Safe!

Best Regards,
Divya Chauhan



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M: 7018283677

W: <http://onmeridian.com>

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Small and Medium




Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

From: TPO <tpo@ggnindia.dronacharya.info>

Sent: Saturday, October 8, 2022 5:25 PM

To: Divya Chauhan <divya.chauhan@meridiansolutions.co.in>; Priyanka kataria <Priyanka.kataria@onmeridian.com>

Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>

Subject: RE: Meridian Solutions

Dear Team,

Greetings!!

Please find attached database of interested students for your kind reference.

Looking forward to schedule.

Kind Regards

Renu Dua

Dronacharya

From: TPO [mailto:tpo@ggnindia.dronacharya.info]

Sent: Friday, October 7, 2022 12:30 PM

To: 'Divya Chauhan'; 'Priyanka kataria'

Cc: 'principal@ggnindia.dronacharya.info'

Subject: RE: Meridian Solutions

Noted with Thanks Ma'am!!

Kind Regards

Renu Dua

Dronacharya

From: Divya Chauhan [mailto:divya.chauhan@meridiansolutions.co.in]

Sent: Friday, October 7, 2022 12:25 PM

To: TPO; Priyanka kataria

Cc: principal@ggnindia.dronacharya.info

Subject: Re: Meridian Solutions

Yes, I confirm.

Thanks,

Stay Safe!

Best Regards,

Divya Chauhan



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Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Meridian Solutions Pvt. Ltd,
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122018
M: 7018283677
W: <http://onmeridian.com>

Gold
Microsoft Partner
Small and Midsize



From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Friday, October 7, 2022 12:23 PM
To: Divya Chauhan <divya.chauhan@meridiansolutions.co.in>; Priyanka kataria <Priyanka.kataria@onmeridian.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>
Subject: RE: Meridian Solutions

Dear Divya Ma'am,

This is to kind inform you that we have done with our 2022 batch placement process and started the placement process of our current 2023 batch.

Kindly confirm?

Kind Regards
Renu Dua
Dronacharya

From: Divya Chauhan [<mailto:divya.chauhan@meridiansolutions.co.in>]
Sent: Friday, October 7, 2022 12:13 PM
To: TPO; Priyanka kataria
Cc: principal@ggnindia.dronacharya.info
Subject: Re: Meridian Solutions

Dear Renu,

Do let us know the Venue day and date for the Campus placement drive for 2022 pass outs .

Thanks,

Stay Safe!

Best Regards,
Divya Chauhan


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Meridi

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122018
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W: <http://onmeridian.com>



From: Divya Chauhan <divya.chauhan@meridiansolutions.co.in>
Sent: Friday, October 7, 2022 10:48 AM
To: TPO <tpo@ggnindia.dronacharya.info>; Priyanka kataria <Priyanka.kataria@onmeridian.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>
Subject: Re: Meridian Solutions

Dear Renu,

Noted we look forward to your response.

Thanks,

Stay Safe!

Best Regards,
Divya Chauhan



Sales Offices: New Delhi | Gurgaon | Mumbai | Bangalore | Chandigarh | Kolkata | Dubai

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M: 7018283677
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Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

Dear Team,

Greetings!!

Thank you so much for sharing the opportunity.

As discussed, we will share the database of interested students tomorrow.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Priyanka kataria [mailto:Priyanka.kataria@onmeridian.com]

Sent: Thursday, October 6, 2022 3:13 PM

To: tpo@ggnindia.dronacharya.info

Cc: Divya Chauhan

Subject: Fw: Meridian Solutions

Dear Team,

Greetings of the day.

Hope you're doing well!



Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

Meridian Solutions is the leading Security and Cloud Solutions partner in India with 1400+ customer relationships. Meridian is a **Tier 1 Cloud Solutions Partner (CSP)** and **Gold Certified Cloud Productivity Partner** of Microsoft.

As an established partner, Meridian has a track record in excellence across Microsoft's portfolio of products. From supporting Office 365, Teams and Azure to developing digitally transformative solutions in SharePoint and Dynamics 365, we help organizations get the most from Microsoft's product offerings for more details I am sharing with you the website link kindly find below:

- [Meridian Solutions India | Enabling Cloud Solutions \(onmeridian.com\)](https://www.onmeridian.com)

I am sharing with you the JD kindly find below:

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1. Handle lead generation and sales closure in the respective territory
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4. Understand customer's requirements and prepare & present IT solutions based on their requirement for Share Point, D365, TUM & large accounts
5. Capture all the customer details and develop a master database of customers with key contact people, contact numbers, addresses, size of the company, etc.
6. Leverage own contacts in the SMB & enterprise businesses and reach out to them to secure business opportunities
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8. Represent the company in front of the customer and ensure utmost professionalism
9. Engage in regular reporting on the sales activities including leads and closures

Skill(s) required

Cloud Computing English Proficiency (Spoken) Microsoft Azure **Other requirements**

1. MBA or graduate sales/marketing in the IT sector
2. Good understanding of IT solutions - Cloud Solutions/Networking/Hardware
3. Understanding of Microsoft Cloud offerings is desirable
4. Excellent communication skills in English and local language
5. IT sales hardware/software knowledge
6. Client relationship, emphasizing excellence, negotiation skills

Location -Office no-1103 & 1104, 11th Floor, Tower B4, Spaze I-Tech Park, Sohna Road, Sector 49, Gurugram, Haryana, 122018

Duration -6 Months

No of Interns -10

Stipend-20k

Selected Cloud Solution Executive intern's day-to-day responsibilities include:

1. Performing email configuration related tasks allocated by the team lead
2. Supporting customers in their cloud migration
3. Providing telephonic support to customers for all their technical issues
4. Developing solutions and expertise on cloud technology
5. Handling technical discussions with customers on Azure, Office 365 related matters

Skill(s) required Cloud Computing Microsoft Azure **Other requirements**

1. Expertise in Microsoft Azure and MWP (modern workplace) solutions



Principal

Dr. N. S. Choudhary
Principal
Dr. N. S. Choudhary College of Engg.
Gurgaon, Haryana

2. Good understanding of IT solutions - cloud solutions/networking/hardware
3. Good knowledge of cloud computing services
4. Good understanding of email working principle
5. Graduation in BTech, MCA, BSc computer science
6. Good understanding of SaaS services
7. Good knowledge of cloud computing services
8. Good understanding of email working principle
9. Excellent verbal and written communication skills

Duration - 6 Months

Location - Office no-1103 & 1104, 11th Floor, Tower B4, Spaze I-Tech Park, Sohna Road, Sector 49, Gurugram, Haryana, 122018

Stipend - 20K

Note: **No work from home will be provided.**

Thanks,

Stay Safe!

Best Regards,
Priyanka Kataria



Sales Offices: New Delhi | Gurgaon | Mumbai | Bangalore | Chandigarh | Kolkata | Dubai

Meridian Solutions Pvt. Ltd,

Office no-1103 & 1104, 11th Floor, Tower B4, Spaze I-Tech Park, Sohna Road, Sector 49, Gurugram, Haryana, 122018

M: 7018283677

W: <http://onmeridian.com>

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Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

MER/ IN/ OFF/ 2022-23/1210
Date: 14th November 2022

Mr. Harsh Yadav
C/O Chandra Prakash Yadav
Address: CISF Unit, PTPS Panki,
Pankabahadur Nagar, Panki Ganga
Ganj, Kanpur Nagar,
Uttar Pradesh- 208020
Mobile: +91- +918527711014
E- Mail ID: harshbtech00@gmail.com

Subject: Internship Offer Letter

Dear Harsh,

With reference to our discussion on 11th November 2022, we are pleased to make you this job offer for the position of **Cloud Solution Executive- Intern** with our organization based at Gurgaon, Haryana on the following terms and conditions:

- 1) Your annual gross salary along with the breakup of salary and benefits is attached herewith in Annexure A.
- 2) Your Date of Joining shall be 14th November 2022 and are required to accept the same on or before 16th November 2022. The offer would stand withdrawn on 16th November 2022 unless the date is extended by us and communicated to you in writing.
- 3) You are requested to report to office at 9:30 am on the date of joining to complete the joining formalities at the work location as discussed with you. Your work timings shall be 9:30am to 6:00pm, 5 days a week; all Saturdays of every month shall be official holidays. This is subject to change as per the business requirements of the organization.
- 4) Without prejudice, please note that Meridian Solutions reserves the right to withdraw this offer made to you, on or before receipt of your acceptance of the same, without providing any reasons to you.
- 5) Your engagement with us shall be governed by the specific terms and condition defined in the Employee Handbook and any amendments made thereof or any other terms and conditions as may be communicated to you during your employment with us. You are required to sign this "Code of Conduct" on the date of your joining.
- 6) You shall be on probation for a period of six months starting from the date of your joining. However, this period can be shortened or extended based on your performance and at the discretion of the management.
- 7) You shall be required to execute and be bound by the confidentiality and non-disclosure agreement and business code of conduct which shall be circulated on a regular basis.
- 8) You shall be entitled to paid vacation, personal leave, and sick days upon confirmation and in accordance with the company's vacation and leave policies for its employees, as in effect from time to time; you shall also be entitled to all paid holidays given by the company to its employees.
- 9) Base salary and all other forms of compensation or benefits paid to you hereunder shall be subject to all applicable taxes and the company may withhold from any amounts payable under this Agreement such taxes as shall as required to be withheld pursuant to any applicable law or regulation.
- 10) Your services are terminable on either side, by two month's written notice upon confirmation or consolidated salary in lieu of notice except dismissal, discharge, or termination for cause when you will not be entitled to any such notice or salary thereof. Cause for the purpose of this clause shall mean consistent underperformance or an act of dishonesty or misconduct or theft or misappropriation or commission of act or acts amounting to fraud against the company or failure to perform duties or willful


Principal
Dronacharya College of Engineering
Farrukh Nagar - 123506

misconduct or gross negligence in performance of duty or habitual absenteeism or chronic alcoholism or any other form of addiction which prevents performance of duties, or conviction of a felony or any crime involving fraud or breach of representation or warranty; or breach of material obligation, which is not cured within 60 days following receipt of notice from the company. Your services shall be terminable on a one-day notice during the probation period.

- 11) You shall in the discharge of your functions observe and comply with all the resolutions, regulations and / or directions as may from time be made or given to you.
- 12) You will observe and follow all statutory laws, notification, rules, and regulations that are applicable to the functions assigned to you. You will keep yourself well informed in these matters.
- 13) You will be the whole-time employee of the company and will not engage yourself in any work similar in nature to that of the company and / or in which you may for the time be engaged by the company and / or engage yourself anywhere in the work, profession of employment in any capacity either honorary or otherwise.
- 14) Please sign the duplicate copy of this offer on all sheets at the bottom on the right corner and return to HR at the address mentioned below by 16th November 2022, as a token of your acceptance and mentioning the date of your joining our organization. In case of further clarifications, please communicate with HR department on email hr@meridiansolutions.co.in or Deepti.singh@meridiansolutions.co.in.

**Address for communication:
Meridian Solutions Pvt. Ltd,
1103 & 1104, Spaze IT Techpark,
Sohna Road, Gurgaon - 122002, Haryana**

We welcome you to Meridian and look forward to a long and mutually beneficial association.

For Meridian Solutions Private Ltd.

Shankar Kambam
Chief Executive Officer

I have read and understood the terms and conditions governing my services / employment with the organization and the same are acceptable to me in totality.

I hereby represent that the performance of obligations by me for the company will not breach any agreement to maintain in confidence proprietary information acquired by me prior to employment with the company.

Place:

Date:


Principal
Dronacharya College of Engg.
Signature of the Employee
For Employer - 123506

ANNEXURE – A
HARSH YADAV'S COMPENSATION DETAILS

Stipend: INR 20,000 Per Month

(To be paid by the last day of the month on which it is due)

Notes:

1. The compensation revision is as per the Company prescribed payroll bands
2. HRA is part of your annual gross salary and shall be paid as an allowance
3. Income Tax shall be deducted at source, if applicable, as per the Income Tax Rules.
4. Company has subscribed to ICICI GROUP MEDICLAIM INSURANCE POLICY. The benefit against this can be claimed by the individual directly from Insurance Provider.
5. If there is Breach of Confidentiality Agreement, company has rights to terminate on immediate effect – Action will be taken as per the Employee Non -Disclosure Agreement.
6. Your services are terminable by two month's written notice upon confirmation.
Compensation related information is strictly confidential. It should not be shared with anyone other than your reporting managers.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

List of documents to be submitted on joining.

At the time of your joining, you would be required to bring the originals and 2 copies each of the following testimonials:

1. Educational Qualification:

Photo copies of Educational Qualifications certificates

- SSC / XI Standard certificate as proof of date of birth
- Graduation – degree certificate and marks cards of all years / semesters
- Post-Graduation – degree certificate and marks cards of all years / semesters

2. Work Experience:

- Experience and relieving letter of your current and all your previous employers
- Resignation acceptance letter from the previous employer
- Latest pay slip, appointment letter of your current employer and Form – 16, if provided

3. In addition, you will also be required to submit the following:

- 2 passport size photographs in color
- Birth certificate
- Copy of PAN and/or Aadhar Card
- Identity proof (Passport, Drivers' License, PAN Card, Ration Card, Voter ID Card)
- Address proof in respect of residence where a person has stayed for the longest.

4. Bank Account details for Payroll transfer; preferably ICICI Bank. You can co-ordinate with Payroll Department for corporate/ salary account opening with ICICI at the time of induction.

Prompt receipt of the above testimonials along with the personal data form and the other enclosures duly filled in would help us to complete the joining formalities seamlessly. Your co-operation is solicited in complying with the above.

In case of any queries, please get in touch with the Human Resources team.



**Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506**

MER/ IN/ OFF/ 2022-23/1204
Date: 15th November 2022

Mr. Kartik Saini
C/O Anup Saini
Address: H.NO.3327-A\87
Anand Nagar, Rewari,
Haryana-123401
Mobile: +91- +919306269365
E- Mail ID: kartiksaini2501@gmail.com

Subject: Internship Offer Letter

Dear Kartik,

With reference to our discussion on 15th November 2022, we are pleased to make you this job offer for the position of **Cloud Solution Executive - Intern** with our organization based at Gurgaon, Haryana on the following terms and conditions:

- 1) Your annual gross salary along with the breakup of salary and benefits is attached herewith in Annexure A.
- 2) Your Date of Joining shall be 16th November 2022 and are required to accept the same on or before 22nd November 2022. The offer would stand withdrawn on 22nd November 2022 unless the date is extended by us and communicated to you in writing.
- 3) You are requested to report to office at 9:30 am on the date of joining to complete the joining formalities at the work location as discussed with you. Your work timings shall be 9:30am to 6:00pm, 5 days a week; all Saturdays of every month shall be official holidays. This is subject to change as per the business requirements of the organization.
- 4) Without prejudice, please note that Meridian Solutions reserves the right to withdraw this offer made to you, on or before receipt of your acceptance of the same, without providing any reasons to you.
- 5) Your engagement with us shall be governed by the specific terms and condition defined in the Employee Handbook and any amendments made thereof or any other terms and conditions as may be communicated to you during your employment with us. You are required to sign this "Code of Conduct" on the date of your joining.
- 6) You shall be on probation for a period of six months starting from the date of your joining. However, this period can be shortened or extended based on your performance and at the discretion of the management.
- 7) You shall be required to execute and be bound by the confidentiality and non-disclosure agreement and business code of conduct which shall be circulated on a regular basis.
- 8) You shall be entitled to paid vacation, personal leave, and sick days upon confirmation and in accordance with the company's vacation and leave policies for its employees, as in effect from time to time; you shall also be entitled to all paid holidays given by the company to its employees.
- 9) Base salary and all other forms of compensation or benefits paid to you hereunder shall be subject to all applicable taxes and the company may withhold from any amounts payable under this Agreement such taxes as shall as required to be withheld pursuant to any applicable law or regulation.
- 10) Your services are terminable on either side, by two month's written notice upon confirmation or consolidated salary in lieu of notice except dismissal, discharge, or termination for cause when you will not be entitled to any such notice or salary thereof. Cause for the purpose of this clause shall mean consistent underperformance or an act of dishonesty or misconduct or theft or misappropriation or commission of act or acts amounting to fraud against the company or failure to perform duties or willful misconduct or gross negligence in performance of duty or habitual absenteeism or chronic alcoholism

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123605

or any other form of addition which prevents performance of duties, or conviction of a felony or any crime involving fraud or breach of representation or warranty; or breach of material obligation, which is not cured within 60 days following receipt of notice from the company. Your services shall be terminable on a one-day notice during the probation period.

- 11) You shall in the discharge of your functions observe and comply with all the resolutions, regulations and / or directions as may from time be made or given to you.
- 12) You will observe and follow all statutory laws, notification, rules, and regulations that are applicable to the functions assigned to you. You will keep yourself well informed in these matters.
- 13) You will be the whole-time employee of the company and will not engage yourself in any work similar in nature to that of the company and / or in which you may for the time be engaged by the company and / or engage yourself anywhere in the work, profession of employment in any capacity either honorary or otherwise.
- 14) Please sign the duplicate copy of this offer on all sheets at the bottom on the right corner and return to HR at the address mentioned below by 22nd November 2022, as a token of your acceptance and mentioning the date of your joining our organization. In case of further clarifications, please communicate with HR department on email hr@meridiansolutions.co.in or Deepti.singh@meridiansolutions.co.in.

**Address for communication:
Meridian Solutions Pvt. Ltd,
1103 & 1104, Spaze IT Techpark,
Sohna Road, Gurgaon - 122002, Haryana**

We welcome you to Meridian and look forward to a long and mutually beneficial association.

For Meridian Solutions Private Ltd.

Shankar Kambam
Chief Executive Officer

I have read and understood the terms and conditions governing my services / employment with the organization and the same are acceptable to me in totality.

I hereby represent that the performance of obligations by me for the company will not breach any agreement to maintain in confidence proprietary information acquired by me prior to employment with the company.

Place:

Date:


Principal
Signature of the Employee
Dronacharya College of Engg.
Faridkot, Noida - 123506

ANNEXURE – A
KARTIK SAINI'S COMPENSATION DETAILS

Stipend: INR 20,000 Per Month

(To be paid by the last day of the month on which it is due)

Notes:

1. The compensation revision is as per the Company prescribed payroll bands
2. HRA is part of your annual gross salary and shall be paid as an allowance
3. Income Tax shall be deducted at source, if applicable, as per the Income Tax Rules.
4. Company has subscribed to ICICI GROUP MEDICLAIM INSURANCE POLICY. The benefit against this can be claimed by the individual directly from Insurance Provider.
5. If there is Breach of Confidentiality Agreement, company has rights to terminate on immediate effect – Action will be taken as per the Employee Non -Disclosure Agreement.
6. Your services are terminable by two month's written notice upon confirmation.
Compensation related information is strictly confidential. It should not be shared with anyone other than your reporting mangers.



Principal
Dronacharya College of Engg.
Faridkot Nagar - 123405

List of documents to be submitted on joining.

At the time of your joining, you would be required to bring the originals and 2 copies each of the following testimonials:

1. Educational Qualification:

Photo copies of Educational Qualifications certificates

- SSC / XI Standard certificate as proof of date of birth
- Graduation – degree certificate and marks cards of all years / semesters
- Post-Graduation – degree certificate and marks cards of all years / semesters

2. Work Experience:

- Experience and relieving letter of your current and all your previous employers
- Resignation acceptance letter from the previous employer
- Latest pay slip, appointment letter of your current employer and Form – 16, if provided

3. In addition, you will also be required to submit the following:

- 2 passport size photographs in color
- Birth certificate
- Copy of PAN and/or Aadhar Card
- Identity proof (Passport, Drivers' License, PAN Card, Ration Card, Voter ID Card)
- Address proof in respect of residence where a person has stayed for the longest.

4. Bank Account details for Payroll transfer; preferably ICICI Bank. You can co-ordinate with Payroll Department for corporate/ salary account opening with ICICI at the time of induction.

Prompt receipt of the above testimonials along with the personal data form and the other enclosures duly filled in would help us to complete the joining formalities seamlessly. Your co-operation is solicited in complying with the above.

In case of any queries, please get in touch with the Human Resources team.


Principal
Dronacharya College of Engg.
Farukh Nagar - 122406

MER/ IN/ OFF/ 2022-23/1233
Date: 06th December 2022

Ms. Anjali Kumari
D/O Suresh Jha
Address: Ward No-24,
B.N.Jha Road, Near Hindi
Vidyapith, Deoghar,
Jharkhand-814112
Mobile: +91- +919315587725
E- Mail ID: anjalijha.m.2000@gmail.com

Subject: Internship Offer Letter

Dear Anjali,

With reference to our discussion on 21st November 2022, we are pleased to make you this job offer for the position of **Cloud Solution Executive - Intern** with our organization based at Gurgaon, Haryana on the following terms and conditions:

- 1) Your annual gross salary along with the breakup of salary and benefits is attached herewith in Annexure A.
- 2) Your Date of Joining shall be 4th January 2023 and are required to accept the same on or before 9th December 2022. The offer would stand withdrawn on 9th December 2022 unless the date is extended by us and communicated to you in writing.
- 3) You are requested to report to office at 9:30 am on the date of joining to complete the joining formalities at the work location as discussed with you. Your work timings shall be 9:30am to 6:00pm, 5 days a week; all Saturdays of every month shall be official holidays. This is subject to change as per the business requirements of the organization.
- 4) Without prejudice, please note that Meridian Solutions reserves the right to withdraw this offer made to you, on or before receipt of your acceptance of the same, without providing any reasons to you.
- 5) Your engagement with us shall be governed by the specific terms and condition defined in the Employee Handbook and any amendments made thereof or any other terms and conditions as may be communicated to you during your employment with us. You are required to sign this "Code of Conduct" on the date of your joining.
- 6) You shall be on probation for a period of six months starting from the date of your joining. However, this period can be shortened or extended based on your performance and at the discretion of the management.
- 7) You shall be required to execute and be bound by the confidentiality and non-disclosure agreement and business code of conduct which shall be circulated on a regular basis.
- 8) You shall be entitled to paid vacation, personal leave, and sick days upon confirmation and in accordance with the company's vacation and leave policies for its employees, as in effect from time to time; you shall also be entitled to all paid holidays given by the company to its employees.
- 9) Base salary and all other forms of compensation or benefits paid to you hereunder shall be subject to all applicable taxes and the company may withhold from any amounts payable under this Agreement such taxes as shall as required to be withheld pursuant to any applicable law or regulation.
- 10) Your services are terminable on either side, by two month's written notice upon confirmation or consolidated salary in lieu of notice except dismissal, discharge, or termination for cause when you will not be entitled to any such notice or salary thereof. Cause for the purpose of this clause shall mean consistent underperformance or an act of dishonesty or misconduct or theft or misappropriation or commission of act or acts amounting to fraud against the company or failure to perform duties or willful

Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

misconduct or gross negligence in performance of duty or habitual absenteeism or chronic alcoholism or any other form of addiction which prevents performance of duties, or conviction of a felony or any crime involving fraud or breach of representation or warranty; or breach of material obligation, which is not cured within 60 days following receipt of notice from the company. Your services shall be terminable on a one-day notice during the probation period.

- 11) You shall in the discharge of your functions observe and comply with all the resolutions, regulations and / or directions as may from time be made or given to you.
- 12) You will observe and follow all statutory laws, notification, rules, and regulations that are applicable to the functions assigned to you. You will keep yourself well informed in these matters.
- 13) You will be the whole-time employee of the company and will not engage yourself in any work similar in nature to that of the company and / or in which you may for the time be engaged by the company and / or engage yourself anywhere in the work, profession of employment in any capacity either honorary or otherwise.
- 14) Please sign the duplicate copy of this offer on all sheets at the bottom on the right corner and return to HR at the address mentioned below by 9th December 2022, as a token of your acceptance and mentioning the date of your joining our organization. In case of further clarifications, please communicate with HR department on email hr@meridiansolutions.co.in or Deepti_singh@meridiansolutions.co.in.

Address for communication:
Meridian Solutions Pvt. Ltd,
1103 & 1104, Spaze IT Techpark,
Sohna Road, Gurgaon - 122002, Haryana

We welcome you to Meridian and look forward to a long and mutually beneficial association.

For Meridian Solutions Private Ltd.

Shankar Kambam
Chief Executive Officer

I have read and understood the terms and conditions governing my services / employment with the organization and the same are acceptable to me in totality.

I hereby represent that the performance of obligations by me for the company will not breach any agreement to maintain in confidence proprietary information acquired by me prior to employment with the company.

Place: Deeri

Date: 9/10/22


Anjali Jayaram
Principal
Dr. B. R. Ambedkar College of Engg.
Signature of the Employer - 123506

ANNEXURE – A
ANJALI JHA'S COMPENSATION DETAILS

Stipend: INR 20,000 Per Month

(To be paid by the last day of the month on which it is due)

Notes:

1. The compensation revision is as per the Company prescribed payroll bands
2. HRA is part of your annual gross salary and shall be paid as an allowance
3. Income Tax shall be deducted at source, if applicable, as per the Income Tax Rules.
4. Company has subscribed to ICICI GROUP MEDICLAIM INSURANCE POLICY. The benefit against this can be claimed by the individual directly from Insurance Provider.
5. If there is Breach of Confidentiality Agreement, company has rights to terminate on immediate effect - Action will be taken as per the Employee Non -Disclosure Agreement.
6. Your services are terminable by two month's written notice upon confirmation.
Compensation related information is strictly confidential. It should not be shared with anyone other than your reporting managers.



Principal
Dronacharya College of Engg.
Fariukh Nagar - 123506

List of documents to be submitted on joining.

At the time of your joining, you would be required to bring the originals and 2 copies each of the following testimonials:

1. Educational Qualification:

Photo copies of Educational Qualifications certificates

- SSC / XI Standard certificate as proof of date of birth
- Graduation – degree certificate and marks cards of all years / semesters
- Post-Graduation – degree certificate and marks cards of all years / semesters

2. Work Experience:

- Experience and relieving letter of your current and all your previous employers
- Resignation acceptance letter from the previous employer
- Latest pay slip, appointment letter of your current employer and Form – 16, if provided

3. In addition, you will also be required to submit the following:

- 2 passport size photographs in color
- Birth certificate
- Copy of PAN and/or Aadhar Card
- Identity proof (Passport, Drivers' License, PAN Card, Ration Card, Voter ID Card)
- Address proof in respect of residence where a person has stayed for the longest.

4. Bank Account details for Payroll transfer; preferably ICICI Bank. You can co-ordinate with Payroll Department for corporate/ salary account opening with ICICI at the time of induction.

Prompt receipt of the above testimonials along with the personal data form and the other enclosures duly filled in would help us to complete the joining formalities seamlessly. Your co-operation is solicited in complying with the above.

In case of any queries, please get in touch with the Human Resources team.



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Divya Chauhan <divya.chauhan@meridiansolutions.co.in>
Sent: Thursday, November 17, 2022 4:14 PM
To: TPO; Priyanka kataria
Cc: principal@ggnindia.dronacharya.info
Subject: Re: Meridian Solutions

Dear Renu,

Kindly find below the selected ones we are now only looking for 1 resource we will soon let you know.

22140	Ritik Saini	9671486585	ritiksaini2381@gmail.com	https://drive.google.com/u/0/open?usp=forms_web&id=19
22020	Anjali Kumari	93587725	anjali.jha.m2000@gmail.com	https://drive.google.com/u/0/open?usp=forms_w QKqYA IVcuO4SI

Thanks,

Stay Safe!

Best Regards,
Divya Chauhan



Sales Offices: New Delhi | Gurgaon | Mumbai | Bangalore | Chandigarh | Kolkata | Dubai

Meridian Solutions Pvt. Ltd,
Office no-1103 & 1104, 11th Floor, Tower B4, Spaze I-Tech Park, Sohna Road, Sector 49, Gurugram, Haryana,
122018
M: 7018283677
W: <http://onmeridian.com>

Gold
Microsoft Partner
Small and Medium



From: Divya Chauhan <divya.chauhan@meridiansolutions.co.in>

Sent: Tuesday, November 15, 2022 10:28 AM

To: TPO <tpo@ggnindia.dronacharya.info>; Priyanka kataria <Priyanka.kataria@onmeridian.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>

Subject: Re: Meridian Solutions


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Dear Renu,

Noted.

Thanks,

Stay Safe!

Best Regards,
Divya Chauhan



Sales Offices: New Delhi | Gurgaon | Mumbai | Bangalore | Chandigarh | Kolkata | Dubai

Meridian Solutions Pvt. Ltd,
Office no-1103 & 1104, 11th Floor, Tower B4, Spaze I-Tech Park, Sohna Road, Sector 49, Gurugram, Haryana, 122018
M: 7018283677
W: <http://onmeridian.com>



From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Tuesday, November 15, 2022 10:28 AM
To: Divya Chauhan <divya.chauhan@meridiansolutions.co.in>; Priyanka kataria <Priyanka.kataria@onmeridian.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>
Subject: RE: Meridian Solutions

Good Morning Ma'am,

Please find below updated list for your kind reference.

14094	Sanskar Thak6	CSE	8076559972	
14096	satish kumar	CSE	8210770481	
14098	Saurabh	CSE	8447890872	
14099	shikha sharma	CSE	7011727089	
14102	Shyam Babu Jayswal	CSE	7977369516	
14105	Sonali Singh	CSE	9870235432	
14118	Vibhav Kumar Dubey	CSE	8287253298	
14120	Vishal Khanna	CSE	9971249288	
14136	Aman Baban Dalvi	IT	9582870482	
14173	MD kaif	ECE	9582870482	

Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

14182	Vaishali Mehlawat	BCE	8860909199	
14263	Ashish kafle	ME	8368339292	
14276	Jatin Sharma	ME	8368687143	
14290	Ritik kumar	ME	9654380777	
14293	Sagarmani	ME	7982733804	
14403	Aman Aggarwal	CSIT	7703844155	
14414	Ashutosh	CSIT	7982543267	
14418	Gaurav Rathi	CSIT	8810583323	
14422	Kavya Verma	CSIT	9818366068	
14430	Prashant bansal	CSIT	7503049658	
14432	Rahul	CSIT	9599421032	
14433	RASHMI SHARMA	CSIT	9318345327	
14436	Rohan kamal	CSIT	9911383694	
14437	Roni Bhattacharya	CSIT	9971660987	
14443	Shivam Haldar	CSIT	8527518116	
14452	Vivek singh bisht	CSIT	9971851250	
14704	Subhradip saha	CSE	8837444262	
14706	Navneet Kumar	CSE	9971698097	
14707	Shubham Dubey	CSE	8176018015	
14710	Shikha lavaniya	CSE	9870928442	
14711	Anand Kumar	CSE	9682404231	
14712	Vineet Ranjan	CSE	9717367193	
14715	Anil Baidnath Pandit	CSE	8791611836	
14717	Abhishek kumar	CSE	7903575410	
14762	Kundan Kumar singh	EEE	9113361403	
22006	Abhishek	CSE	8130036352	
22013	Aditya Kumar	CSE	9027723202	
22018	Aman yadav	CSE	8287679993	
22020	Anjali Kumari	CSE	9315587725	
22021	Anjali Pandey	CSE	7488557712	
22024	Ankit kumar	CSE	9990522829	
Deepanshu Bisht	CSE	7011093138	deepanshu.22044@ggnindia.dronacharya.info	https://driv
Gagan Sharma	CSE	9990820233	shagagan5921@gmail.com	https://driv
Gaurav kumar	CSE	8860608848	gaurav.22055@ggnindia.dronacharya.info	https://driv
22180	Vishnu Kant Sahil	CSE	7042705787	
22182	Yashasvi Dhiman	CSE	99101276	

Principal
Dronacharya College of Engg.
Faridkot Nagar - 123506

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Divya Chauhan [mailto:divya.chauhan@meridiansolutions.co.in]

Sent: Tuesday, November 15, 2022 10:00 AM

To: TPO; Priyanka kataria

Cc: principal@ggnindia.dronacharya.info

Subject: Re: Meridian Solutions

Dear Renu,

As discussed I am sharing with you the list of students we are yet to connect with find below.

14085	Rahul Thakral	CSE	9034912292	thakral.rahul0008@gmail.com
14094	Sanskar Thak6	CSE	8076559972	sanskarthakur21@gmail.com
14096	satish kumar	CSE	8210770481	satishkumar8210770481@gmail.com
14097	Satyam Singh	CSE	6387239768	satyamsingh3037@gmail.com
14098	Saurabh	CSE	8447890872	sc0360485@gmail.com
14098	saurabh	CSE	8447890872	saurabhchouhan@gmail.com
14099	shikha sharma	CSE	7011727089	shikhasharma627s@gmail.com
14102	Shyam Babu Jayswal	CSE	7977369516	shyambabu_jayswal@yahoo.com
14105	Sonali Singh	CSE	9870235432	sonalisingh5432s@gmail.com
14118	Vibhav Kumar Dubey	CSE	8287253298	vibhavkumardubey19@gmail.com
14120	Vishal Khanna	CSE	9971249288	Vishalkhanna1110@gmail.com
14136	Aman Baban Dalvi	IT	9599392855	Dalviaman7@gmail.com
14139	Ritesh Kumar	IT	8448744306	riteshrck022@gmail.com
14173	MD kaif	ECE	9582870482	mohammadkaif20100@gmail.com
14182	Vaishali Mehlawat	ECE	8860909199	vaishali2mehlawat@gmail.com
14263	Ashish kafle	ME	8368339292	Ashishkafle11@gmail.com
14276	Jatin Sharma	ME	8368687143	jatinsharma13march2002@gmail.com
14290	Ritik kumar	ME	9654380777	ritik0786rkkumar@gmail.com
14293	Sagarmani	ME	7982733804	sagarmani518@gmail.com
14382	Harshit Maheshwari	EEE	7428335546	harshitmaheshwari0001@gmail.com
14403	Aman Aggarwal	CSIT	7703844155	aman9383@gmail.com
14414	Ashutosh	CSIT	7982543267	Dronacharya@teddiwaru@gmail.com
14418	Gaurav Rathi	CSIT	8810583323	FarrukhNagar-123506@gmail.com
				gauravratni3412@gmail.com

14422	Kavya Verma	CSIT	9818366068	vkavya234@gmail.com
14430	Prashant bansal	CSIT	7503049658	bansalp.pb@gmail.com
14432	Rahul	CSIT	9599421032	rahulverma1902300110029@gmail.com
14433	RASHMI SHARMA	CSIT	9318345327	1402rashmisharma@gmail.com
14436	Rohan kamal	CSIT	9911383694	rohankamal16@gmail.com
14437	Roni Bhattacharya	CSIT	9971660987	ronibhattacharya0427@gmail.com
14443	Shivam Haldar	CSIT	8527518116	shivamhaldar2134@gmail.com
14452	Vivek singh bisht	CSIT	9971851250	vivekbisht1088@gmail.com
14704	Subhradip saha	CSE	8837444262	subrat906@gmail.com
14706	Navneet Kumar	CSE	9971698097	Navneetjha2012@gmail.com
14707	Shubham Dubey	CSE	8176018015	shubhamdubeygpg@gmail.com
14710	Shikha lavaniya	CSE	9870928442	shikhilavaniya947@gmail.com
14711	Anand Kumar	CSE	9682404231	anandkumar.docs@gmail.com
14712	Vineet Ranjan	CSE	9717367193	vineetranjan2015@gmail.com
14714	Muskan	CSE	9717821317	muskan.0243@gmail.com
14715	Anil Baidnath Pandit	CSE	8791611836	anilpandit195@gmail.com
14717	Abhishek kumar	CSE	7903575410	abhishekmdb2000@gmail.com
14718	Shubham Kumar	CSE	8882865364	shubham.14718@gnindia.dronacharya.ir
14762	Kundan Kumar singh	EEE	9113361403	Kundankumarkkr8294@gmail.com
22006	Abhishek	CSE	8130036352	abhisheky220920@gmail.com
22010	Aditi Mohan	CSE	8882274909	aditimohan74@gmail.com
22013	Aditya Kumar	CSE	9027723202	aditya.22013@ggnindia.dronacharya.in
22018	Aman yadav	CSE	8287679993	amanrao892@gmail.com
22020	Anjali Kumari	CSE	9315587725	anjali.jha.m2000@gmail.com
22021	Anjali Pandey	CSE	7488557712	pandeyanjali0711@gmail.com
22024	Ankit kumar	CSE	9990522829	Ankitkr.ak23@gmail.com

Chandani Yadav	CSE	7827460184	yadavchandani2001@gmail.com	https://
Deepanshu Bisht	CSE	7011093138	deepanshu.22044@ggnindia.dronacharya.info	https://
Gagan Sharma	CSE	9990820233	shagagan5921@gmail.com	https://
Gaurav kumar	CSE	8860608848	gaurav.22055@ggnindia.dronacharya.info	https://
Govinder	CSE	9053131924	ankityadavvv15@gmail.com	https://

22180	Vishnu Kant Sahil	CSE	7042705787	vishnus9818@gmail.com
22182	Yashasvi Dhiman	CSE	9910127617	yashasvidhiman01@gmail.com

Thanks,

Stay Safe!

Best Regards,
Divya Chauhan



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



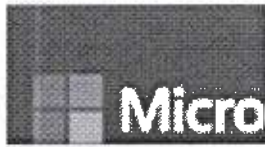
Sales Offices: New Delhi | Gurgaon | Mumbai | Bangalore | Chandigarh | Kolkata | Dubai

Meridian Solutions Pvt. Ltd,

Office no-1103 & 1104, 11th Floor, Tower B4,Spaze I-Tech Park, Sohna Road, Sector 49, Gurugram, Haryana, 122018

M: 7018283677

W: <http://onmeridian.com>



From: Divya Chauhan <divya.chauhan@meridiansolutions.co.in>

Sent: Tuesday, November 15, 2022 9:51 AM

To: TPO <tpo@ggnindia.dronacharya.info>; Priyanka kataria <Priyanka.kataria@onmeridian.com>

Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>

Subject: Re: Meridian Solutions

Dear Team,

We have finalized 2 more kindly find below.

4042	Harsh Sharma	9953240375	harshsharma0020@gmail.com	https://drive.google.com/u/0/open?usp=forms_web&id=wSNQkix303P
22074	Kartik saini	9306269365	kartiksaini2501@gmail.com	https://drive.google.com/u/0/open?usp=forms_web&id=7c

Thanks,

Stay Safe!

Best Regards,
Divya Chauhan



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M: 7018283677

W: <http://onmeridian.com>


Principal
Dronacharya College of Engg
Sector 49, Gurugram, Haryana 122018

Gold
Microsoft Partner
Small and Midsize



From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Monday, November 14, 2022 11:58 AM
To: Divya Chauhan <divya.chauhan@meridiansolutions.co.in>; Priyanka kataria <Priyanka.kataria@onmeridian.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>
Subject: RE: Meridian Solutions

Dear Ma'am,

Noted with Thanks !!

Kind Regards
Renu Dua
Dronacharya

From: Divya Chauhan [mailto:divya.chauhan@meridiansolutions.co.in]
Sent: Monday, November 14, 2022 11:39 AM
To: TPO; Priyanka kataria
Cc: principal@ggnindia.dronacharya.info
Subject: Re: Meridian Solutions

Dear Team,

Yes, we are hiring more people around 10 will keep you posted.

Thanks,

Stay Safe!

Best Regards,
Divya Chauhan



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Office no-1103 & 1104, 11th Floor, Tower B4, Spaze I-Tech Park, Sohna Road, Sector 49, Gurgaon, Haryana, 122018

M: 7018283677

W: <http://onmeridian.com>

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Dronacharya College of Engg.



From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Monday, November 14, 2022 11:37 AM
To: Divya Chauhan <divya.chauhan@meridiansolutions.co.in>; Priyanka kataria <Priyanka.kataria@onmeridian.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>
Subject: RE: Meridian Solutions

Good Morning Ma'am,

Thank you so much for interviewing and selecting our students.

We look forward to more hiring in the future as well.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Divya Chauhan [mailto:divya.chauhan@meridiansolutions.co.in]
Sent: Monday, November 14, 2022 10:07 AM
To: TPO; Priyanka kataria
Cc: principal@ggnindia.dronacharya.info
Subject: Re: Meridian Solutions

Dear Team,

I am sharing with you the list of students selected so far pfa.

14003	Ajaya Rai	9643054341	ajayrai1012@gmail.com	https://drive.google.com/u/0/open?usp=for
14016	divyanshu agarwal	7520880123	divyanshuagarwalnow@gmail.com	https://drive.google.com/u/0/open?usp=for
22373	Akriti sinha	8700944620	akritisinha2001@gmail.com	https://drive.google.com/u/0/open?usp=for
22157	Simran Yadav	9971158940	simrany200212@gmail.com	https://drive.google.com/u/0/open?usp=for

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22063	Harsh Yadav	8527711014	harshbtech00@gmail.com	https://drive.google.com/u/0/open?usp=fo
14074	Parth Narang	9654224381	parth.14074@gnindia.dronacharya.info	https://drive.google.com/u/0/open?usp=forms

Thanks,

Stay Safe!

Best Regards,
Divya Chauhan



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122018
M: 7018283677
W: <http://onmeridian.com>

Gold
Microsoft Partner
Small and Midsize



From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Saturday, October 8, 2022 5:25 PM
To: Divya Chauhan <divya.chauhan@meridiansolutions.co.in>; Priyanka kataria <Priyanka.kataria@onmeridian.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>
Subject: RE: Meridian Solutions

Dear Team,

Greetings!!

Please find attached database of interested students for your kind reference.

Looking forward to schedule.

Kind Regards
Renu Dua
Dronacharya


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

From: TPO [mailto:tpo@ggnindia.dronacharya.info]
Sent: Friday, October 7, 2022 12:30 PM

To: 'Divya Chauhan'; 'Priyanka kataria'
Cc: 'principal@ggnindia.dronacharya.info'
Subject: RE: Meridian Solutions

Noted with Thanks Ma'am!!

Kind Regards
Renu Dua
Dronacharya

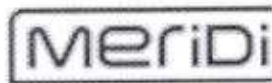
From: Divya Chauhan [mailto:divya.chauhan@meridiansolutions.co.in]
Sent: Friday, October 7, 2022 12:25 PM
To: TPO; Priyanka kataria
Cc: principal@ggnindia.dronacharya.info
Subject: Re: Meridian Solutions

Yes, I confirm.

Thanks,

Stay Safe!

Best Regards,
Divya Chauhan



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122018
M: 7018283677
W: <http://onmeridian.com>

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Microsoft Partner
Small and Medium



From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Friday, October 7, 2022 12:23 PM
To: Divya Chauhan <divya.chauhan@meridiansolutions.co.in>; Priyanka kataria <Priyanka.kataria@onmeridian.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>
Subject: RE: Meridian Solutions

Dear Divya Ma'am,


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

This is to kind inform you that we have done with our 2022 batch placement process and started the placement process of our current 2023 batch.

Kindly confirm?

Kind Regards
Renu Dua
Dronacharya

From: Divya Chauhan [mailto:divya.chauhan@meridiansolutions.co.in]
Sent: Friday, October 7, 2022 12:13 PM
To: TPO; Priyanka kataria
Cc: principal@ggnindia.dronacharya.info
Subject: Re: Meridian Solutions

Dear Renu,

Do let us know the Venue day and date for the Campus placement drive for 2022 pass outs .

Thanks,

Stay Safe!

Best Regards,
Divya Chauhan



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122018
M: 7018283677
W: <http://onmeridian.com>



From: Divya Chauhan <divya.chauhan@meridiansolutions.co.in>
Sent: Friday, October 7, 2022 10:48 AM
To: TPO <tpo@ggnindia.dronacharya.info>; Priyanka kataria <Priyanka.kataria@onmeridian.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>
Subject: Re: Meridian Solutions

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Dear Renu,

Noted we look forward to your response.

Thanks,

Stay Safe!

Best Regards,
Divya Chauhan



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Office no-1103 & 1104, 11th Floor, Tower B4, Spaze I-Tech Park, Sohna Road, Sector 49, Gurugram, Haryana, 122018
M: 7018283677
W: <http://onmeridian.com>



From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Friday, October 7, 2022 10:47 AM
To: Priyanka kataria <Priyanka.kataria@onmeridian.com>
Cc: Divya Chauhan <divya.chauhan@meridiansolutions.co.in>; principal@ggnindia.dronacharya.info
<principal@ggnindia.dronacharya.info>
Subject: RE: Meridian Solutions

Dear Team,

Greetings!!

Thank you so much for sharing the opportunity.

As discussed, we will share the database of interested students tomorrow.

Thanks & Regards

Renu Dua
Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502
Mobile- 9990797776, 9910380107
email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info
Facebook: <https://www.facebook.com/DronacharyaGurgaon/>

Principal
Dronacharya College of Engg.
Farukh Nagar - 123506



From: Priyanka kataria [mailto:Priyanka.kataria@onmeridian.com]
Sent: Thursday, October 6, 2022 3:13 PM
To: tpo@ggnindia.dronacharya.info
Cc: Divya Chauhan
Subject: Fw: Meridian Solutions

Dear Team,

Greetings of the day.
Hope you're doing well!

Meridian Solutions is the leading Security and Cloud Solutions partner in India with 1400+ customer relationships. Meridian is a **Tier 1 Cloud Solutions Partner (CSP)** and **Gold Certified Cloud Productivity Partner** of Microsoft.

As an established partner, Meridian has a track record in excellence across Microsoft's portfolio of products. From supporting Office 365, Teams and Azure to developing digitally transformative solutions in SharePoint and Dynamics 365, we help organizations get the most from Microsoft's product offerings for more details I am sharing with you the website link kindly find below:

- [Meridian Solutions India | Enabling Cloud Solutions \(onmeridian.com\)](https://onmeridian.com)

I am sharing with you the JD kindly find below:

Selected **Business Development Executive (Sales)- Intern** day-to-day responsibilities include:

1. Handle lead generation and sales closure in the respective territory
2. Understand the solution portfolio of Meridian and present these solutions to the customer
3. Prepare and share customer quotations, closure of the sale, and follow-up on customer payments
4. Understand customer's requirements and prepare & present IT solutions based on their requirement for Share Point, D365, TUM & large accounts
5. Capture all the customer details and develop a master database of customers with key contact people, contact numbers, addresses, size of the company, etc.
6. Leverage own contacts in the SMB & enterprise businesses and reach out to them to secure business

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Fariukh Nagar - 123506

opportunities

7. Follow up and handle the closures on the Leads and opportunities provided by the inside sales team of Meridian
8. Represent the company in front of the customer and ensure utmost professionalism
9. Engage in regular reporting on the sales activities including leads and closures

Skill(s) required

Cloud Computing English Proficiency (Spoken) Microsoft Azure **Other requirements**

1. MBA or graduate sales/marketing in the IT sector
2. Good understanding of IT solutions - Cloud Solutions/Networking/Hardware
3. Understanding of Microsoft Cloud offerings is desirable
4. Excellent communication skills in English and local language
5. IT sales hardware/software knowledge
6. Client relationship, emphasizing excellence, negotiation skills

Location -Office no-1103 & 1104, 11th Floor, Tower B4,Spaze I-Tech Park, Sohna Road, Sector 49, Gurugram, Haryana, 122018

Duration -6 Months

No of Interns -10

Stipend-20k

Selected Cloud Solution Executive intern's day-to-day responsibilities include:

1. Performing email configuration related tasks allocated by the team lead
2. Supporting customers in their cloud migration
3. Providing telephonic support to customers for all their technical issues
4. Developing solutions and expertise on cloud technology
5. Handling technical discussions with customers on Azure, Office 365 related matters

Skill(s) required Cloud Computing Microsoft Azure **Other requirements**

1. Expertise in Microsoft Azure and MWP (modern workplace) solutions
2. Good understanding of IT solutions - cloud solutions/networking/hardware
3. Good knowledge of cloud computing services
4. Good understanding of email working principle
5. Graduation in BTech, MCA, BSc computer science
6. Good understanding of SaaS services
7. Good knowledge of cloud computing services
8. Good understanding of email working principle
9. Excellent verbal and written communication skills

Duration - 6 Months

Location - Office no-1103 & 1104, 11th Floor, Tower B4,Spaze I-Tech Park, Sohna Road, Sector 49, Gurugram, Haryana, 122018

Stipend - 20K


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Deshacharya College of Engg.

Note: No work from home will be provided.

Thanks,

Stay Safe!

Best Regards,
Priyanka Kataria



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Office no-1103 & 1104, 11th Floor, Tower B4, Spaze I-Tech Park, Sohna Road, Sector 49, Gurugram, Haryana, 122018
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Farrukh Nagar - 123506

MER/ IN/ OFF/ 2022-23/1209
Date: 15th November 2022

Ms. Akriti Sinha
D/O Bimlesh Kumar Sinha
Address: 94\20 1st Floor, Gali
No3, Khandsa Road Police Station,
Om Nagar, Gurgaon, Haryana-122001
Mobile: +91- +918700944620
E- Mail ID: akritisinha2001@gmail.com

Subject: Internship Offer Letter

Dear Akriti,

With reference to our discussion on 5th November 2022, we are pleased to make you this job offer for the position of **Cloud Solution Executive - Intern** with our organization based at Gurgaon, Haryana on the following terms and conditions:

- 1) Your annual gross salary along with the breakup of salary and benefits is attached herewith in Annexure A.
- 2) Your Date of Joining shall be 4th January 2023 and are required to accept the same on or before 17th November 2022. The offer would stand withdrawn on 17th November 2022 unless the date is extended by us and communicated to you in writing.
- 3) You are requested to report to office at 9:30 am on the date of joining to complete the joining formalities at the work location as discussed with you. Your work timings shall be 9:30am to 6:00pm, 5 days a week; all Saturdays of every month shall be official holidays. This is subject to change as per the business requirements of the organization.
- 4) Without prejudice, please note that Meridian Solutions reserves the right to withdraw this offer made to you, on or before receipt of your acceptance of the same, without providing any reasons to you.
- 5) Your engagement with us shall be governed by the specific terms and condition defined in the Employee Handbook and any amendments made thereof or any other terms and conditions as may be communicated to you during your employment with us. You are required to sign this "Code of Conduct" on the date of your joining.
- 6) You shall be on probation for a period of six months starting from the date of your joining. However, this period can be shortened or extended based on your performance and at the discretion of the management.
- 7) You shall be required to execute and be bound by the confidentiality and non-disclosure agreement and business code of conduct which shall be circulated on a regular basis.
- 8) You shall be entitled to paid vacation, personal leave, and sick days upon confirmation and in accordance with the company's vacation and leave policies for its employees, as in effect from time to time; you shall also be entitled to all paid holidays given by the company to its employees.
- 9) Base salary and all other forms of compensation or benefits paid to you hereunder shall be subject to all applicable taxes and the company may withhold from any amounts payable under this Agreement such taxes as shall as required to be withheld pursuant to any applicable law or regulation.
- 10) Your services are terminable on either side, by two month's written notice upon confirmation or consolidated salary in lieu of notice except dismissal, discharge, or termination for cause when you will not be entitled to any such notice or salary thereof. Cause for the purpose of this clause shall mean consistent underperformance or an act of dishonesty or misconduct or theft or misappropriation or commission of act or acts amounting to fraud against the company or failure to perform duties or willful misconduct or gross negligence in performance of duty or habitual absenteeism or chronic alcoholism

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Farrukh Nagar - 123506

or any other form of addition which prevents performance of duties, or conviction of a felony or any crime involving fraud or breach of representation or warranty; or breach of material obligation, which is not cured within 60 days following receipt of notice from the company. Your services shall be terminable on a one-day notice during the probation period.

- 11) You shall in the discharge of your functions observe and comply with all the resolutions, regulations and / or directions as may from time be made or given to you.
- 12) You will observe and follow all statutory laws, notification, rules, and regulations that are applicable to the functions assigned to you. You will keep yourself well informed in these matters.
- 13) You will be the whole-time employee of the company and will not engage yourself in any work similar in nature to that of the company and / or in which you may for the time be engaged by the company and / or engage yourself anywhere in the work, profession of employment in any capacity either honorary or otherwise.
- 14) Please sign the duplicate copy of this offer on all sheets at the bottom on the right corner and return to HR at the address mentioned below by 17th November 2022, as a token of your acceptance and mentioning the date of your joining our organization. In case of further clarifications, please communicate with HR department on email hr@meridiansolutions.co.in or Deepti.singh@meridiansolutions.co.in.

Address for communication:
Meridian Solutions Pvt. Ltd,
1103 & 1104, Spaze IT Techpark,
Sohna Road, Gurgaon - 122002, Haryana

We welcome you to Meridian and look forward to a long and mutually beneficial association.

For Meridian Solutions Private Ltd.

Shankar Kambam
Chief Executive Officer

I have read and understood the terms and conditions governing my services / employment with the organization and the same are acceptable to me in totality.

I hereby represent that the performance of obligations by me for the company will not breach any agreement to maintain in confidence proprietary information acquired by me prior to employment with the company.

Place:

Date:


Signature of the Employee
Principal
Dronacharya College of Engg.
Gurgaon, Haryana

ANNEXURE – A
AKRITI SINHA'S COMPENSATION DETAILS

Stipend: INR 20,000 Per Month

(To be paid by the last day of the month on which it is due)

Notes:

1. The compensation revision is as per the Company prescribed payroll bands
2. HRA is part of your annual gross salary and shall be paid as an allowance
3. Income Tax shall be deducted at source, if applicable, as per the Income Tax Rules.
4. Company has subscribed to ICICI GROUP MEDICLAIM INSURANCE POLICY. The benefit against this can be claimed by the individual directly from Insurance Provider.
5. If there is Breach of Confidentiality Agreement, company has rights to terminate on immediate effect – Action will be taken as per the Employee Non -Disclosure Agreement.
6. Your services are terminable by two month's written notice upon confirmation.
Compensation related information is strictly confidential. It should not be shared with anyone other than your reporting managers.



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Farrukh Nagar - 123506

List of documents to be submitted on joining.

At the time of your joining, you would be required to bring the originals and 2 copies each of the following testimonials:

1. Educational Qualification:

Photo copies of Educational Qualifications certificates

- SSC / XI Standard certificate as proof of date of birth
- Graduation – degree certificate and marks cards of all years / semesters
- Post-Graduation – degree certificate and marks cards of all years / semesters

2. Work Experience:

- Experience and relieving letter of your current and all your previous employers
- Resignation acceptance letter from the previous employer
- Latest pay slip, appointment letter of your current employer and Form – 16, if provided

3. In addition, you will also be required to submit the following:

- 2 passport size photographs in color
- Birth certificate
- Copy of PAN and/or Aadhar Card
- Identity proof (Passport, Drivers' License, PAN Card, Ration Card, Voter ID Card)
- Address proof in respect of residence where a person has stayed for the longest.

4. Bank Account details for Payroll transfer; preferably ICICI Bank. You can co-ordinate with Payroll Department for corporate/ salary account opening with ICICI at the time of induction.

Prompt receipt of the above testimonials along with the personal data form and the other enclosures duly filled in would help us to complete the joining formalities seamlessly. Your co-operation is solicited in complying with the above.

In case of any queries, please get in touch with the Human Resources team.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Tannu Sharma <tannu.sharma470@gmail.com>
Sent: Friday, October 7, 2022 6:59 PM
To: tpo@ggnindia.dronacharya.info
Subject: Fwd: Welcome To Material Library

Follow Up Flag: Follow up
Flag Status: Flagged

----- Forwarded message -----

From: Material Library <career@materiallibrary.org>
Date: Fri, 7 Oct 2022 at 18:11
Subject: Welcome To Material Library
To: <tannu.sharma470@gmail.com>
Cc: <suresh.bp@materiallibrary.org>, <design@ankurassociates.org>, <pragya.khajanchi@materiallibrary.org>

Dear Ms. Tannu Sharma,

Congratulations on your offer from Material Library! A technology driven company, with a mission of transforming the ecosystem by bridging the gap between all stakeholders through collaboration on the knowledge portal.

As discussed over the phone and subsequent interviews, we are pleased to offer the position. We are delighted to offer you the UI/UX Designer Intern Position with an anticipated start date of **October 17th, 2022th (Monday)**.

You will be required to sign a contract of confidentiality at the time of joining. For 3 months, you will be on an internship. A one-month notice period has to be given from either side (employer, employee) for termination of employment. Detailed letter of appointment shall be issued after your joining alongwith all mutually agreed terms & conditions.

If you choose to accept this offer, please acknowledge this email by **October 16th, 2022**.

In the meantime, please don't hesitate to reach out to us, either through email or by calling us directly, if you have any questions or concerns.

We look forward to hearing from you and hope you'll join our team.

Thanks and Regards,

HR Team
+91-9811777187

materiallib


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



MAQ Software

Nikhil Tiwari
Aadhaar No: 4144 6722 7755
Phone: 935 403 4541
E-mail: nikhiltiwari9968@gmail.com

Date: October 06, 2022

Dear Nikhil Tiwari:

On behalf of MAQ India Private Limited, a company set up under the Companies Act of India, 1956 (the "Company"), I am pleased to offer you the position of **Associate Software Engineer** of the Company. We are very impressed with your credentials and we look forward to your future success in this position.

The terms of your new position with the Company are as set forth below:

1. **Position.** a. You will become **Associate Software Engineer** working on projects from our clients including Microsoft Corporation and other clients (each of which is hereinafter called "Client").

b. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent of the Company. You will not directly or indirectly engage or participate in any business that is competitive in any manner with the business of the Company.

2. **Start Date.** Subject to fulfilment of any conditions imposed by this letter agreement, you will commence this new position with the Company on **Monday, October 10, 2022**. Your place of joining will be **Noida**.

3. **Service Agreement:** Not Applicable.

4. **Compensation.** Your monthly compensation consists of base salary, bonus, house rent allowance and employee provident fund as described below. The monthly compensation will be paid to you at the end of each month:

Basic Salary	Rupees 21,600
Bonus	Rupees 1,800
House Rent Allowance	Rupees 10,800
Employee Provident Fund	Rupees 1,800
Total Monthly CTC	Rupees 36,000

a. You will be on Internship for the period from **Monday, October 10, 2022** to **Friday, April 07, 2023**.


Principal
Dronacharya College of Engg
Farrukh Nage

MAQ INDIA PRIVATE LIMITED (CIN: U72200MH2000PTC125631)
201, Meadows, Sahar Plaza on Andheri Kurla Road, Andheri East, Mumbai 400 059. Maharashtra | Tel +91 908 256 1327
www.MAQSoftware.com

Doc ID: 1ca933272e0560d91d31c24e91cf6c7b745fbb1
Page 1 of 2

5. **Vacation Benefits.** You will be entitled to paid vacation per year, pro-rated for the remainder of this calendar year as per the company policy.
6. **Confidential Information and Invention Assignment Agreement.** Your acceptance of this offer and commencement of employment with the Company is contingent upon the execution, and delivery to an officer of the Company, of the Company's Confidential Information and Invention Assignment Agreement, a copy of which is enclosed for your review and execution (the "Confidentiality Agreement"), prior to or on your Start Date.
7. **Confidentiality of Terms.** You agree to follow the Company's strict policy that employees must not disclose, either directly or indirectly, any information, including any of the terms of this agreement, regarding salary or bonuses to any person, including other employees of the Company; provided, however, that you may discuss such terms with members of your immediate family and any legal, tax or accounting specialists who provide you with individual legal, tax or accounting advice.
8. **Employment Restriction.** You shall not accept employment directly or indirectly with, at, for or by Client (Microsoft) for a period of one year following the completion of your employment with the Company without the written consent of Company.
9. **At-Will Employment and Notice Period.** Your employment with the Company will be on an "at will" basis. This means that either you or the Company may terminate your employment for any reason or no reason with certain notice period, without further obligation or liability. Refer the employee handbook for more details on notice period.

This simple action allows us to help inform the customer and find a suitable replacement so that customer projects are not adversely affected. The notice period is not applicable in case an employee is terminated due to damage caused to the company for example: due to fraud or misrepresentation.

10. **Surety Deposit:** Not Applicable.
11. **Jurisdiction.** This Agreement shall be governed and construed in accordance with the laws of India and shall be subject to the exclusive jurisdiction of the Courts at Delhi.

We are all delighted to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to us, along with a signed and dated copy of the Confidentiality Agreement. This letter, together with the Confidentiality Agreement, set forth the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

For MAQ India Private Limited

Amrish Shah

Signature
Amrish Shah
Director of Application Services Delivery
Date: October 06, 2022

Accepted and Agreed

Nikhil Tiwari

Signature
Nikhil Tiwari
Date: 10 / 07 / 2022

Attachment A: Confidential Information and Invention Assignment Agreement.

[Signature]
Principal
Bronacharya College of Engg.
Farrukh Nagar - 129505

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AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	* Signed

Document history



SENT

10 / 07 / 2022
12:33:33 UTC

Sent for signature to Shikha Sharma (shikhash@maqsoftware.com), Soniksha Vora (sonikshav@maqsoftware.com), Nikhil Tiwari (nikhilliwari9968@gmail.com) and Amrish Shah (amrshs@maqsoftware.com) from indiaadmin@maqsoftware.com
IP: 14.98.242.242



VIEWED

10 / 07 / 2022
12:39:39 UTC

Viewed by Shikha Sharma (shikhash@maqsoftware.com)
IP: 14.98.242.242



SIGNED

10 / 07 / 2022
12:40:06 UTC

Signed by Shikha Sharma (shikhash@maqsoftware.com)
IP: 14.98.242.242



VIEWED

10 / 07 / 2022
14:27:49 UTC

Viewed by Soniksha Vora (sonikshav@maqsoftware.com)
IP: 49.36.121.223



SIGNED

10 / 07 / 2022
14:29:10 UTC






Signed by Soniksha Vora (sonikshav@maqsoftware.com)
IP: 49.36.121.223



Principal
Bronacharya College of Engg.
Farrukh Nagar - 125003

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 SIGNED	10 / 08 / 2022 01:58:15 UTC	Signed by Amrish Shah (amrisha@maqsoftware.com) IP: 49.36.121.198
 COMPLETED	10 / 08 / 2022 01:58:15 UTC	The document has been completed.


Principal
Brenacharya College of Engg.
Farrukh Nagar - 123608



MAQ Software

Nitesh Saini
Aadhaar No: 9589 3689 4130
Phone: 882 679 5078
E-mail: nitesh.saini2402@outlook.com

Date: October 06, 2022

Dear Nitesh Saini:

On behalf of **MAQ India Private Limited**, a company set up under the Companies Act of India, 1956 (the "Company"), I am pleased to offer you the position of **Associate Software Engineer** of the Company. We are very impressed with your credentials and we look forward to your future success in this position.

The terms of your new position with the Company are as set forth below:

1. Position. a. You will become **Associate Software Engineer** working on projects from our clients including Microsoft Corporation and other clients (each of which is hereinafter called "Client").

b. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent of the Company. You will not directly or indirectly engage or participate in any business that is competitive in any manner with the business of the Company.

2. Start Date. Subject to fulfilment of any conditions imposed by this letter agreement, you will commence this new position with the Company on **Monday, October 10, 2022**. Your place of joining will be **Noida**.

3. Service Agreement: Not Applicable.

4. Compensation. Your monthly compensation consists of base salary, bonus, house rent allowance and employee provident fund as described below. The monthly compensation will be paid to you at the end of each month:

Basic Salary	Rupees 21,600
Bonus	Rupees 1,800
House Rent Allowance	Rupees 10,800
Employee Provident Fund	Rupees 1,800
Total Monthly CTC	Rupees 36,000

a. You will be on internship for the period from **Monday, October 10, 2022** to **Friday, April 07, 2023**.


Principal
Bronacharya College of Engg.
Farrukh Nagar - 123303

5. **Vacation Benefits.** You will be entitled to paid vacation per year, pro-rated for the remainder of this calendar year as per the company policy.
6. **Confidential Information and Invention Assignment Agreement.** Your acceptance of this offer and commencement of employment with the Company is contingent upon the execution, and delivery to an officer of the Company, of the Company's Confidential Information and Invention Assignment Agreement, a copy of which is enclosed for your review and execution (the "Confidentiality Agreement"), prior to or on your Start Date.
7. **Confidentiality of Terms.** You agree to follow the Company's strict policy that employees must not disclose, either directly or indirectly, any information, including any of the terms of this agreement, regarding salary or bonuses to any person, including other employees of the Company; provided, however, that you may discuss such terms with members of your immediate family and any legal, tax or accounting specialists who provide you with individual legal, tax or accounting advice.
8. **Employment Restriction.** You shall not accept employment directly or indirectly with, at, for or by Client (Microsoft) for a period of one year following the completion of your employment with the Company without the written consent of Company.
9. **At-Will Employment and Notice Period.** Your employment with the Company will be on an "at will" basis. This means that either you or the Company may terminate your employment for any reason or no reason with certain notice period, without further obligation or liability. Refer the employee handbook for more details on notice period.

This simple action allows us to help inform the customer and find a suitable replacement so that customer projects are not adversely affected. The notice period is not applicable in case an employee is terminated due to damage caused to the company for example: due to fraud or misrepresentation.

10. **Surety Deposit:** Not Applicable.
11. **Jurisdiction.** This Agreement shall be governed and construed in accordance with the laws of India and shall be subject to the exclusive jurisdiction of the Courts at Delhi.

We are all delighted to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to us, along with a signed and dated copy of the Confidentiality Agreement. This letter, together with the Confidentiality Agreement, set forth the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

For MAQ India Private Limited

Amrisha Shah

Signature

Amrisha Shah

Director of Application Services Delivery

Date: October 06, 2022

Accepted and Agreed

Nitesh Saini

Signature

Nitesh Saini

Date: 10 / 07 / 2022

Attachment A: Confidential Information and Invention Assignment Agreement.

[Signature]
Principal
Bronacharya College of Engg.
Farrukh Nagar - 123503

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STATUS	* Signed

Document history



10 / 07 / 2022
12:42:22 UTC

Sent for signature to Shikha Sharma (shikhash@maqsoftware.com), Supraja Golla (suprajag@maqsoftware.com), Nitesh Saini (nitesh.saini2402@outlook.com) and Amrish Shah (amrisha@maqsoftware.com) from indiaadmin@maqsoftware.com
IP: 14.98.242.242



10 / 07 / 2022
12:55:58 UTC

Viewed by Shikha Sharma (shikhash@maqsoftware.com)
IP: 14.98.242.242



10 / 07 / 2022
12:56:08 UTC

Signed by Shikha Sharma (shikhash@maqsoftware.com)
IP: 14.98.242.242



10 / 07 / 2022
14:50:12 UTC

Viewed by Supraja Golla (suprajag@maqsoftware.com)
IP: 49.206.36.223



10 / 07 / 2022
14:51:08 UTC






Signed by Supraja Golla (suprajag@maqsoftware.com)
IP: 49.206.36.223



Principal
Bronacharya College of Engg.
Farrukh Nagar - 123503

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STATUS	* Signed

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 COMPLETED	10 / 08 / 2022 01:53:47 UTC	The document has been completed.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



MAQ Software

Palvi Sabharwal
Aadhaar No: 2992 9970 7850
Phone: 742 804 1422
E-mail: inform2palvii@gmail.com

Date: October 06, 2022

Dear Palvi Sabharwal:

On behalf of **MAQ India Private Limited**, a company set up under the Companies Act of India, 1956 (the "Company"), I am pleased to offer you the position of **Associate Software Engineer** of the Company. We are very impressed with your credentials and we look forward to your future success in this position.

The terms of your new position with the Company are as set forth below:

1. Position. a. You will become **Associate Software Engineer** working on projects from our clients including Microsoft Corporation and other clients (each of which is hereinafter called "Client").

b. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent of the Company. You will not directly or indirectly engage or participate in any business that is competitive in any manner with the business of the Company.

2. Start Date. Subject to fulfilment of any conditions imposed by this letter agreement, you will commence this new position with the Company on **Monday, October 10, 2022**. Your place of joining will be **Noida**.

3. Service Agreement: Not Applicable.

4. Compensation. Your monthly compensation consists of base salary, bonus, house rent allowance and employee provident fund as described below. The monthly compensation will be paid to you at the end of each month:

Basic Salary	Rupees 21,600
Bonus	Rupees 1,800
House Rent Allowance	Rupees 10,800
Employee Provident Fund	Rupees 1,800
Total Monthly CTC	Rupees 36,000

a. You will be on internship for the period from **Monday, October 10, 2022** to **Friday, April 07, 2023**.

MAQ INDIA PRIVATE LIMITED (CIN: U72200MH2000PTC125631)

201, Meadows, Sahar Plaza on Andheri Kurla Road, Andheri East, Mumbai 400 059, Maharashtra 91 998 256 1327
www.MAQSoftware.com


Principal
Dronacharya College of Engg.
Farukh Nagar - 125506

Doc ID: 24e6c447ac17f3b85a24e48353ce0745ebbe76
Page 1 of 2

5. **Vacation Benefits.** You will be entitled to paid vacation per year, pro-rated for the remainder of this calendar year as per the company policy.
6. **Confidential Information and Invention Assignment Agreement.** Your acceptance of this offer and commencement of employment with the Company is contingent upon the execution, and delivery to an officer of the Company, of the Company's Confidential Information and Invention Assignment Agreement, a copy of which is enclosed for your review and execution (the "Confidentiality Agreement"), prior to or on your Start Date.
7. **Confidentiality of Terms.** You agree to follow the Company's strict policy that employees must not disclose, either directly or indirectly, any information, including any of the terms of this agreement, regarding salary or bonuses to any person, including other employees of the Company; provided, however, that you may discuss such terms with members of your immediate family and any legal, tax or accounting specialists who provide you with individual legal, tax or accounting advice.
8. **Employment Restriction.** You shall not accept employment directly or indirectly with, at, for or by Client (Microsoft) for a period of one year following the completion of your employment with the Company without the written consent of Company.
9. **At-Will Employment and Notice Period.** Your employment with the Company will be on an "at will" basis. This means that either you or the Company may terminate your employment for any reason or no reason with certain notice period, without further obligation or liability. Refer the employee handbook for more details on notice period.

This simple action allows us to help inform the customer and find a suitable replacement so that customer projects are not adversely affected. The notice period is not applicable in case an employee is terminated due to damage caused to the company for example: due to fraud or misrepresentation.

10. **Surety Deposit:** Not Applicable.
11. **Jurisdiction.** This Agreement shall be governed and construed in accordance with the laws of India and shall be subject to the exclusive jurisdiction of the Courts at Delhi.

We are all delighted to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to us, along with a signed and dated copy of the Confidentiality Agreement. This letter, together with the Confidentiality Agreement, set forth the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

For MAQ India Private Limited

Amrish Shah

Signature
Amrish Shah
Director of Application Services Delivery
Date: October 06, 2022

Accepted and Agreed

Palvi

Signature
Palvi Sabhanwal
Date: 10 / 07 / 2022

Attachment A: Confidential Information and Invention Assignment Agreement.

Principal
Principal
Dronacharya College of Engg.
Farrukh Nagar - 123503

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STATUS	* Signed

Document history



10 / 07 / 2022
12:43:33 UTC

Sent for signature to Shikha Sharma (shikhash@maqsoftware.com), Supraja Golla (suprajag@maqsoftware.com), Palvi Sabharwal (inform2palvii@gmail.com) and Amrish Shah (amrishs@maqsoftware.com) from indiaadmin@maqsoftware.com
IP: 14.98.242.242



10 / 07 / 2022
12:56:13 UTC

Viewed by Shikha Sharma (shikhash@maqsoftware.com)
IP: 14.98.242.242



10 / 07 / 2022
12:56:23 UTC

Signed by Shikha Sharma (shikhash@maqsoftware.com)
IP: 14.98.242.242



10 / 07 / 2022
14:48:26 UTC

Viewed by Supraja Golla (suprajag@maqsoftware.com)
IP: 49.206.36.223



10 / 07 / 2022
14:49:54 UTC






Signed by Supraja Golla (suprajag@maqsoftware.com)
IP: 49.206.36.223



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123533

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AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	* Signed

Document history

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 VIEWED	10 / 08 / 2022 01:53:09 UTC	Viewed by Amrish Shah (amrishes@maqsoftware.com) IP: 49.36.121.198
 SIGNED	10 / 08 / 2022 01:53:26 UTC	Signed by Amrish Shah (amrishes@maqsoftware.com) IP: 49.36.121.198
 COMPLETED	10 / 08 / 2022 01:53:26 UTC	The document has been completed.



MAQ Software

Prashant Sharma
Aadhaar No: 6178 9876 2641
Phone: 782 755 4161
E-mail: psprashant1003@gmail.com

Date: October 06, 2022

Dear Prashant Sharma:

On behalf of **MAQ India Private Limited**, a company set up under the Companies Act of India, 1956 (the "Company"), I am pleased to offer you the position of **Associate Software Engineer** of the Company. We are very impressed with your credentials and we look forward to your future success in this position.

The terms of your new position with the Company are as set forth below:

1. Position. a. You will become **Associate Software Engineer** working on projects from our clients including Microsoft Corporation and other clients (each of which is hereinafter called "Client").

b. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent of the Company. You will not directly or indirectly engage or participate in any business that is competitive in any manner with the business of the Company.

2. Start Date. Subject to fulfilment of any conditions imposed by this letter agreement, you will commence this new position with the Company on **Monday, October 10, 2022**. Your place of joining will be **Noida**.

3. Service Agreement: Not Applicable.

4. Compensation. Your monthly compensation consists of base salary, bonus, house rent allowance and employee provident fund as described below. The monthly compensation will be paid to you at the end of each month:

Basic Salary	Rupees 21,600
Bonus	Rupees 1,800
House Rent Allowance	Rupees 10,800
Employee Provident Fund	Rupees 1,800
Total Monthly CTC	Rupees 36,000

a. You will be on internship for the period from **Monday, October 10, 2022** to **Friday, April 07, 2023**.


Principal
Dr. Parul K. Nayar
Dr. Parul K. Nayar
Principal
Dr. Parul K. Nayar

MAQ INDIA PRIVATE LIMITED (CIN: U72200MH2000PTC125621)
201, Meadows, Sahar Plaza on Andheri Kurla Road, Andheri East, Mumbai 400 058, Maharashtra, India | Tel: +91 208 255 1327
www.MAQSoftware.com

5. **Vacation Benefits.** You will be entitled to paid vacation per year, pro-rated for the remainder of this calendar year as per the company policy.
6. **Confidential Information and Invention Assignment Agreement.** Your acceptance of this offer and commencement of employment with the Company is contingent upon the execution, and delivery to an officer of the Company, of the Company's Confidential Information and Invention Assignment Agreement, a copy of which is enclosed for your review and execution (the "Confidentiality Agreement"), prior to or on your Start Date.
7. **Confidentiality of Terms.** You agree to follow the Company's strict policy that employees must not disclose, either directly or indirectly, any information, including any of the terms of this agreement, regarding salary or bonuses to any person, including other employees of the Company; provided, however, that you may discuss such terms with members of your immediate family and any legal, tax or accounting specialists who provide you with individual legal, tax or accounting advice.
8. **Employment Restriction.** You shall not accept employment directly or indirectly with, at, for or by Client (Microsoft) for a period of one year following the completion of your employment with the Company without the written consent of Company.
9. **At-Will Employment and Notice Period.** Your employment with the Company will be on an "at will" basis. This means that either you or the Company may terminate your employment for any reason or no reason with certain notice period, without further obligation or liability. Refer the employee handbook for more details on notice period.

This simple action allows us to help inform the customer and find a suitable replacement so that customer projects are not adversely affected. The notice period is not applicable in case an employee is terminated due to damage caused to the company for example: due to fraud or misrepresentation.

10. **Surety Deposit:** Not Applicable.
11. **Jurisdiction.** This Agreement shall be governed and construed in accordance with the laws of India and shall be subject to the exclusive jurisdiction of the Courts at Delhi.

We are all delighted to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to us, along with a signed and dated copy of the Confidentiality Agreement. This letter, together with the Confidentiality Agreement, set forth the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

For MAQ India Private Limited

Amrish Shah

Signature

Amrish Shah

Director of Application Services Delivery

Date: October 06, 2022

Accepted and Agreed

Prashant Sharma

Signature

Prashant Sharma

Date: 10 / 08 / 2022

Attachment A: Confidential Information and Invention Assignment Agreement.

Principal
Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Page 2 of 2

TITLE	2022100603444485022963365_Prashant Sharma_Offer Letter
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AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	* Signed

Document history



10 / 07 / 2022
12:46:56 UTC

Sent for signature to Shikha Sharma (shikhash@maqsoftware.com), Supraja Golla (suprajag@maqsoftware.com), Prashant Sharma (psprashant1003@gmail.com) and Amrish Shah (amrisha@maqsoftware.com) from indiaadmin@maqsoftware.com
IP: 14.98.242.242



10 / 07 / 2022
12:56:43 UTC

Viewed by Shikha Sharma (shikhash@maqsoftware.com)
IP: 14.98.242.242



10 / 07 / 2022
12:56:52 UTC

Signed by Shikha Sharma (shikhash@maqsoftware.com)
IP: 14.98.242.242



10 / 07 / 2022
14:45:17 UTC

Viewed by Supraja Golla (suprajag@maqsoftware.com)
IP: 49.206.36.223



10 / 07 / 2022
14:46:38 UTC

Signed by Supraja Golla (suprajag@maqsoftware.com)
IP: 49.206.36.223

TITLE 2022100603444485022963365_Prashant Sharma_Offer Letter
FILE NAME 20221006034444850..._OfferLetter.docx
DOCUMENT ID 95f45049bbcaa7fb1867a856fb04d09f0e1f5be7
AUDIT TRAIL DATE FORMAT MM / DD / YYYY
STATUS ✉ Signed

Document history

-  **10 / 07 / 2022**
VIEWED 15:36:40 UTC Viewed by Prashant Sharma (psprashant1003@gmail.com)
IP: 103.112.17.180
-  **10 / 08 / 2022**
SIGNED 01:29:09 UTC Signed by Prashant Sharma (psprashant1003@gmail.com)
IP: 47.31.97.173
-  **10 / 08 / 2022**
VIEWED 01:50:32 UTC Viewed by Amrish Shah (amrishs@maqsoftware.com)
IP: 49.36.121.198
-  **10 / 08 / 2022**
SIGNED 01:50:53 UTC Signed by Amrish Shah (amrishs@maqsoftware.com)
IP: 49.36.121.198
-  **10 / 08 / 2022**
COMPLETED 01:50:53 UTC The document has been completed.


Principal
Bhronacharya College of Engg.
Farrukh Nagar - 125506



MAQ Software

Raj Verma
Aadhaar No: 3205 7246 5493
Phone: 782 750 3473
E-mail: vraj03082002@gmail.com

Date: October 06, 2022

Dear Raj Verma:

On behalf of MAQ India Private Limited, a company set up under the Companies Act of India, 1956 (the "Company"), I am pleased to offer you the position of Associate Software Engineer of the Company. We are very impressed with your credentials and we look forward to your future success in this position.

The terms of your new position with the Company are as set forth below:

1. **Position.** a. You will become Associate Software Engineer working on projects from our clients including Microsoft Corporation and other clients (each of which is hereinafter called "Client").

b. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent of the Company. You will not directly or indirectly engage or participate in any business that is competitive in any manner with the business of the Company.
2. **Start Date.** Subject to fulfilment of any conditions imposed by this letter agreement, you will commence this new position with the Company on Monday, October 10, 2022. Your place of joining will be Noida.
3. **Service Agreement:** Not Applicable.
4. **Compensation.** Your monthly compensation consists of base salary, bonus, house rent allowance and employee provident fund as described below. The monthly compensation will be paid to you at the end of each month:

Basic Salary	Rupees 21,600
Bonus	Rupees 1,800
House Rent Allowance	Rupees 10,800
Employee Provident Fund	Rupees 1,800
Total Monthly CTC	Rupees 36,000

- a. You will be on Internship for the period from Monday, October 10, 2022 to Friday, April 07, 2023.


Principal
Bhonacharya College of Engg.
Farrukh Nagar - 123506

5. **Vacation Benefits.** You will be entitled to paid vacation per year, pro-rated for the remainder of this calendar year as per the company policy.
6. **Confidential Information and Invention Assignment Agreement.** Your acceptance of this offer and commencement of employment with the Company is contingent upon the execution, and delivery to an officer of the Company, of the Company's Confidential Information and Invention Assignment Agreement, a copy of which is enclosed for your review and execution (the "Confidentiality Agreement"), prior to or on your Start Date.
7. **Confidentiality of Terms.** You agree to follow the Company's strict policy that employees must not disclose, either directly or indirectly, any information, including any of the terms of this agreement, regarding salary or bonuses to any person, including other employees of the Company; provided, however, that you may discuss such terms with members of your immediate family and any legal, tax or accounting specialists who provide you with individual legal, tax or accounting advice.
8. **Employment Restriction.** You shall not accept employment directly or indirectly with, at, for or by Client (Microsoft) for a period of one year following the completion of your employment with the Company without the written consent of Company.
9. **At-Will Employment and Notice Period.** Your employment with the Company will be on an "at will" basis. This means that either you or the Company may terminate your employment for any reason or no reason with certain notice period, without further obligation or liability. Refer the employee handbook for more details on notice period.

This simple action allows us to help inform the customer and find a suitable replacement so that customer projects are not adversely affected. The notice period is not applicable in case an employee is terminated due to damage caused to the company for example: due to fraud or misrepresentation.

10. **Surety Deposit:** Not Applicable.
11. **Jurisdiction.** This Agreement shall be governed and construed in accordance with the laws of India and shall be subject to the exclusive jurisdiction of the Courts at Delhi.

We are all delighted to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to us, along with a signed and dated copy of the Confidentiality Agreement. This letter, together with the Confidentiality Agreement, set forth the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

For MAQ India Private Limited

Accepted and Agreed

Amrisha Shah

Raj

Signature

Amrisha Shah

Director of Application Services Delivery

Date: October 06, 2022

Signature

Raj Verma

Date: 10 / 07 / 2022

Attachment A: Confidential Information and Invention Assignment Agreement.

[Handwritten Signature]
Principal
Dronacharya College of Engg.
Farrukh Nagar - 128506

TITLE	2022100603492876761438487_Raj Verma_Offer Letter
FILE NAME	20221006034928767..._OfferLetter.docx
DOCUMENT ID	e8cd69f107713e9af6b605ed154bce6f81a30c68
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	* Signed






Document history

 SENT	10 / 07 / 2022 12:48:10 UTC	Sent for signature to Shikha Sharma (shikhash@maqsoftware.com), Supraja Golla (suprajag@maqsoftware.com), Raj Verma (vraj03082002@gmail.com) and Amrish Shah (amrishs@maqsoftware.com) from indiaadmin@maqsoftware.com IP: 14.98.242.242
 VIEWED	10 / 07 / 2022 12:56:58 UTC	Viewed by Shikha Sharma (shikhash@maqsoftware.com) IP: 14.98.242.242
 SIGNED	10 / 07 / 2022 12:57:09 UTC	Signed by Shikha Sharma (shikhash@maqsoftware.com) IP: 14.98.242.242
 VIEWED	10 / 07 / 2022 14:43:18 UTC	Viewed by Supraja Golla (suprajag@maqsoftware.com) IP: 49.206.36.223
 SIGNED	10 / 07 / 2022 14:44:55 UTC	Signed by Supraja Golla (suprajag@maqsoftware.com) IP: 49.206.36.223


Principal
Bronacharya College of Engg.
Farrukh Nagar - 121500

TITLE	2022100603492876761438487_Raj Verma_Offer Letter
FILE NAME	20221006034928767..._OfferLetter.docx
DOCUMENT ID	e8cd69f107713e9af6b605ed154bce6f81a30c68
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	* Signed

Document history

 VIEWED	10 / 07 / 2022 14:47:37 UTC	Viewed by Raj Verma (vraj03082002@gmail.com) IP: 106.215.93.210
 SIGNED	10 / 07 / 2022 14:48:11 UTC	Signed by Raj Verma (vraj03082002@gmail.com) IP: 106.215.93.210
 VIEWED	10 / 08 / 2022 01:57:01 UTC	Viewed by Amrish Shah (amrishs@maqsoftware.com) IP: 49.36.121.198
 SIGNED	10 / 08 / 2022 01:57:10 UTC	Signed by Amrish Shah (amrishs@maqsoftware.com) IP: 49.36.121.198
 COMPLETED	10 / 08 / 2022 01:57:10 UTC	The document has been completed.


Principal
Bronacharya College of Engg.
Farrukh Nagar - 125006



MAQ Software

Shivangi Mathur
Aadhaar No: 3636 2271 2432
Phone: 959 947 5901
E-mail: shivangimathurconnect@gmail.com

Date: October 06, 2022

Dear Shivangi Mathur:

On behalf of **MAQ India Private Limited**, a company set up under the Companies Act of India, 1956 (the "**Company**"), I am pleased to offer you the position of **Associate Software Engineer** of the Company. We are very impressed with your credentials and we look forward to your future success in this position.

The terms of your new position with the Company are as set forth below:

- 1. Position.** a. You will become **Associate Software Engineer** working on projects from our clients including Microsoft Corporation and other clients (each of which is hereinafter called "**Client**").
b. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent of the Company. You will not directly or indirectly engage or participate in any business that is competitive in any manner with the business of the Company.
- 2. Start Date.** Subject to fulfilment of any conditions imposed by this letter agreement, you will commence this new position with the Company on **Monday, October 10, 2022**. Your place of joining will be **Noida**.
- 3. Service Agreement:** Not Applicable.
- 4. Compensation.** Your monthly compensation consists of base salary, bonus, house rent allowance and employee provident fund as described below. The monthly compensation will be paid to you at the end of each month:

Basic Salary	Rupees 21,600
Bonus	Rupees 1,800
House Rent Allowance	Rupees 10,800
Employee Provident Fund	Rupees 1,800
Total Monthly CTC	Rupees 36,000

- a. You will be on internship for the period from **Monday, October 10, 2022** to **Friday, April 07, 2023**.


Principal
Bronacharya College of Engg.
Farrukh Naqar - 122506

MAQ INDIA PRIVATE LIMITED (CIN: U72200MH2000PTC125631)

201, Meadows, Sahar Plaza on Andheri Kurla Road, Andheri East, Mumbai 400 059, Maharashtra | Tel: +91 908 256 1327
www.MAQSoftware.com

5. **Vacation Benefits.** You will be entitled to paid vacation per year, pro-rated for the remainder of this calendar year as per the company policy.
6. **Confidential Information and Invention Assignment Agreement.** Your acceptance of this offer and commencement of employment with the Company is contingent upon the execution, and delivery to an officer of the Company, of the Company's Confidential Information and Invention Assignment Agreement, a copy of which is enclosed for your review and execution (the "Confidentiality Agreement"), prior to or on your Start Date.
7. **Confidentiality of Terms.** You agree to follow the Company's strict policy that employees must not disclose, either directly or indirectly, any information, including any of the terms of this agreement, regarding salary or bonuses to any person, including other employees of the Company; provided, however, that you may discuss such terms with members of your immediate family and any legal, tax or accounting specialists who provide you with individual legal, tax or accounting advice.
8. **Employment Restriction.** You shall not accept employment directly or indirectly with, at, for or by Client (Microsoft) for a period of one year following the completion of your employment with the Company without the written consent of Company.
9. **At-Will Employment and Notice Period.** Your employment with the Company will be on an "at will" basis. This means that either you or the Company may terminate your employment for any reason or no reason with certain notice period, without further obligation or liability. Refer the employee handbook for more details on notice period.

This simple action allows us to help inform the customer and find a suitable replacement so that customer projects are not adversely affected. The notice period is not applicable in case an employee is terminated due to damage caused to the company for example: due to fraud or misrepresentation.

10. **Surety Deposit:** Not Applicable.
11. **Jurisdiction.** This Agreement shall be governed and construed in accordance with the laws of India and shall be subject to the exclusive jurisdiction of the Courts at Delhi.

We are all delighted to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to us, along with a signed and dated copy of the Confidentiality Agreement. This letter, together with the Confidentiality Agreement, set forth the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

For MAQ India Private Limited

Amrisha Shah

Signature
Amrisha Shah
Director of Application Services Delivery
Date: October 06, 2022

Accepted and Agreed

Shivangi Mathur

Signature
Shivangi Mathur
Date: 10 / 07 / 2022

Attachment A: Confidential Information and Invention Assignment Agreement.

[Signature]
Principal
Dronacharya College of Engg.
Farrukh Nagar - 126505

TITLE	2022100603582578398664145_Shivangi Mathur_Offer Letter
FILE NAME	20221006035825783..._OfferLetter.docx
DOCUMENT ID	872f25965da3f3176da88a72df3f6c8c198759be
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	* Signed

Document history

 SENT	10 / 07 / 2022 13:00:26 UTC	Sent for signature to Shikha Sharma (shikhash@maqsoftware.com), Pratyush Mantri (pratyushma@maqsoftware.com), Shivangi Mathur (shivangimathurconnect@gmail.com) and Amrish Shah (amrishs@maqsoftware.com) from indiaadmin@maqsoftware.com IP: 183.83.141.78
 VIEWED	10 / 07 / 2022 13:02:11 UTC	Viewed by Shikha Sharma (shikhash@maqsoftware.com) IP: 14.98.242.242
 SIGNED	10 / 07 / 2022 13:02:28 UTC	Signed by Shikha Sharma (shikhash@maqsoftware.com) IP: 14.98.242.242
 VIEWED	10 / 07 / 2022 16:48:53 UTC	Viewed by Pratyush Mantri (pratyushma@maqsoftware.com) IP: 106.202.53.206
 SIGNED	10 / 07 / 2022 16:55:44 UTC	Signed by Pratyush Mantri (pratyushma@maqsoftware.com) IP: 106.202.53.206

TITLE	2022100603582578398664145_Shivangi Mathur_Offer Letter
FILE NAME	20221006035825783..._OfferLetter.docx
DOCUMENT ID	872f25965da3f3176da88a72df3f6c8c198759be
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	• Signed

Document history

 VIEWED	10 / 07 / 2022 16:56:24 UTC	Viewed by Shivangi Mathur (shivangimathurconnect@gmail.com) IP: 122.162.145.113
 SIGNED	10 / 07 / 2022 17:03:08 UTC	Signed by Shivangi Mathur (shivangimathurconnect@gmail.com) IP: 122.162.145.113
 VIEWED	10 / 08 / 2022 01:52:27 UTC	Viewed by Amrish Shah (amrishs@maqsoftware.com) IP: 49.36.121.198
 SIGNED	10 / 08 / 2022 01:52:37 UTC	Signed by Amrish Shah (amrishs@maqsoftware.com) IP: 49.36.121.198
 COMPLETED	10 / 08 / 2022 01:52:37 UTC	The document has been completed.

Admission Dronacharya Group of Institutions

From: Aarushi Gupta | MAQ Software <aarushig@maqsoftware.com>
Sent: Thursday, September 29, 2022 8:58 AM
To: TPO
Cc: Richa Bisla | MAQ Software; principal@ggnindia.dronacharya.info; Ritika Tyagi | MAQ Software; Rahul Singh | MAQ Software; Neha Kiroula | MAQ Software
Subject: MAQ Software: Final Selects

Follow Up Flag: Follow up
Flag Status: Flagged

Hello Team:

Please find the updated list of final selects:

#	Name	Email id
1	Madhav Kaushik	madhavkaushik022@gmail.com
2	Nikhil Tiwari	nikhiltiwari9968@gmail.com
3	Nitesh Saini	nitesh.saini2402@outlook.com
4	Palvi Sabharwal	inform2palvii@gmail.com
5	Prashant Sharma	psprashant1003@gmail.com
6	Raj Verma	vraj03082002@gmail.com
7	SHIVAM CHAUHAN	chauhanshivam079@gmail.com
8	Shivam Rai	shivamrai1620@gmail.com
9	SHIVANGI MATHUR	shivangimathurconnect@gmail.com
10	Sidhant Sharma	sidhants98@gmail.com

Best regards,

Aarushi Gupta

MAQ Software

2021 Microsoft Power BI Partner of the Year

Direct +91 837 686 9556 | Microsoft Teams aarushig@maqsoftware.com
Redmond · Hyderabad · Mumbai · Noida

From: Neha Kiroula | MAQ Software <nehak@maqsoftware.com>

Sent: Wednesday, September 28, 2022 7:24 PM

To: TPO <tpo@ggnindia.dronacharya.info>

Cc: Richa Bisla | MAQ Software <richab@maqsoftware.com>; Aarushi Gupta | MAQ Software <aarushig@maqsoftware.com>; principal@ggnindia.dronacharya.info; Ritika Tyagi | MAQ Software <ritikat@maqsoftware.com>; Rahul Singh | MAQ Software <rahulsi@maqsoftware.com>

Subject: MAQ Software: Final Selects


Principal
Dronacharya College of Engg.
Farrukh Nagar, Gurgaon, Haryana

Hello Team:

Please accept our heartfelt gratitude for all your assistance with planning our Campus interviews.

We are thrilled to inform you that below candidates are selected from the process and are now one step closer to being a part of MAQ family!

#	Name	Email id
1	Madhav Kaushik	madhavkaushik022@gmail.com
2	Nikhil Tiwari	nikhiltiwari9968@gmail.com
3	Nitesh Saini	nitesh.saini2402@outlook.com
4	Palvi Sabharwal	inform2palvii@gmail.com
5	Prashant Sharma	psprashant1003@gmail.com
6	Raj Verma	vraj03082002@gmail.com
7	Shivam Chauhan	chauhanshivam079@gmail.com
8	Shivam Rai	shivamrai1620@gmail.com
9	Shivangi Mathur	shivangimathurconnect@gmail.com

Next steps: To finalize the offer, we require the following information from your end:

- Please confirm their offer acceptance for 6 months internship.
- Please confirm if the candidate will be out of the placement process, on acceptance of the offer

#	Required Documents
1	Scanned copy of Aadhaar Card, Pan Card and Marksheets in a zip folder
2	Fill the Personal Details Form: https://forms.office.com/r/S6gSSeytP
3	Earliest DOJ (Proposal to join the company on or before October 10, 2023):

LOI will be shared shortly.

Please revert with the details by **September 30, 2022, 5:00 PM.**

Let me know if any other information is required. Thank you!

Best regards,

Neha Kiroula

MAQ Software

2021 Microsoft Power BI Partner of the Year

Direct +91 735 930 5938 | Microsoft Teams nehak@maqsoftware.com

Redmond - Hyderabad - Mumbai

From: Aarushi Gupta | MAQ Software <aarushig@maqsoftware.com>

Sent: 27 September 2022 12:38 PM

To: TPO <tpo@ggnindia.dronacharya.info>

Cc: Richa Bisla | MAQ Software <richab@maqsoftware.com>; Neha Kiroula | MAQ Software <nehak@maqsoftware.com>; principal@ggnindia.dronacharya.info; Ritika Tyagi | MAQ Software <ritikat@maqsoftware.com>; Rahul Singh | MAQ Software <rahulsi@maqsoftware.com>

Subject: MAQ Software: Shortlisted Candidates


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125006

Hello Team:

Please share the attached PPT with all the shortlisted candidates.

Instructions for all the students:

1. Students to carry below mentioned documents-
 - Updated Resume
 - Photocopy of Aadhaar Card
 - 1 Passport size photo
2. All the students to reach the office premises by 9:00 AM.
3. Please share the resumes of all the shortlisted candidates.

Please find the offer address for your reference.

Express Trade Towers 2

B-36, Tower 3, Second Floor
Sector 132
NOIDA 201 301
+91 908 256 1327

Point of Contact:

Deeksha Verma: 880-033-1589
Richa Bisla: 852-792-1235

Best regards,

Aarushi Gupta

MAQ Software

2021 Microsoft Power BI Partner of the Year

Direct +91 837 686 9556 | Microsoft Teams aarushig@maqsoftware.com
Redmond · Hyderabad · Mumbai · Noida

From: Aarushi Gupta | MAQ Software

Sent: Tuesday, September 27, 2022 12:23 PM

To: TPO <tpo@ggnindia.dronacharya.info>

Cc: Richa Bisla | MAQ Software <richab@maqsoftware.com>; Neha Kiroula | MAQ Software <nehak@maqsoftware.com>; principal@ggnindia.dronacharya.info; Ritika Tyagi | MAQ Software <ritikat@maqsoftware.com>; Rahul Singh | MAQ Software <rahulsi@maqsoftware.com>

Subject: MAQ Software: Shortlisted Candidates

Hello Team:

Please find the details of the shortlisted candidates:

Name	Email id
aman sharma	amanalpha2492@gmail.com
Prashant Sharma	psprashant1003@gmail.com
Sidhant Sharma	sidhants98@gmail.com
Sameer Aggarwal	sameeraggarwal289@gmail.com
SHIVANGI MATHUR	shivangimathurconnect@gmail.com


Principal
Dronacharya College of Engg.

Madhav Kaushik	madhavkaushik022@gmail.com
Shivam Rai	shivamrai1620@gmail.com
Raj Verma	vrai03082002@gmail.com
SHIVAM CHAUHAN	chauhanshivam079@gmail.com
himanshu malwal	himanshumalwal@gmail.com
Shubham Saini	shubhamrara695@gmail.com
Nikhil Tiwari	nikhiltiwari9968@gmail.com
Vridhi Jain	jvridhi0512@gmail.com
Mandeep	mandeepdangi22@gmail.com
Palvi Sabharwal	inform2palvii@gmail.com
PEEYUSH KUMAR	peeyush.buisness45@gmail.com
Nitesh Saini	nitesh.saini2402@outlook.com
Sushant Sharma	sharmasushant245@gmail.com
Varun Sharma	varunsh056@gmail.com
Priyanka	priyayadhuvanshi55@gmail.com

Best regards,

Aarushi Gupta

MAQ Software

2021 Microsoft Power BI Partner of the Year

Direct +91 837 686 9556 | Microsoft Teams aarushig@maqsoftware.com
Redmond • Hyderabad • Mumbai • Noida

From: TPO <tpo@ggnindia.dronacharya.info>

Sent: Monday, September 26, 2022 1:15 PM

To: Aarushi Gupta | MAQ Software <aarushig@maqsoftware.com>

Cc: Richa Bisla | MAQ Software <richab@maqsoftware.com>; Neha Kiroula | MAQ Software <nehak@maqsoftware.com>; principal@ggnindia.dronacharya.info; Ritika Tyagi | MAQ Software <ritikat@maqsoftware.com>; Rahul Singh | MAQ Software <rahulsi@maqsoftware.com>

Subject: [EXTERNAL] RE: MAQ Software: Test Instructions

Dear Team,

Greetings!!

Noted with Thanks!!

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123500



From: Aarushi Gupta | MAQ Software [<mailto:aarushig@maqsoftware.com>]

Sent: Monday, September 26, 2022 12:19 PM

To: TPO

Cc: Richa Bisla | MAQ Software; Neha Kiroula | MAQ Software; principal@ggnindia.dronacharya.info; Ritika Tyagi | MAQ Software; Rahul Singh | MAQ Software

Subject: MAQ Software: Test Instructions

Hello Team:

Thank you for sharing the student data.

We will not be able to consider the below mentioned candidate:

Name	Email	Remarks
Vishal Kumar	kumvishal.98@gmail.com	B.Tech in ECE

Please note the steps for drive:

1. **Online Test- Sept 26 , 2022, 4:00 PM- 10:00 AM Sept 27, 2022 (Coding section is mandatory)**

The test will be initiated for all eligible students. Candidates will receive the test link and credentials on their shared email Id. along with the instructions. Platform: Mettl (Online)

Please find the address for the in-person interviews:

Express Trade Towers 2
B-36, Tower 3, Second Floor
Sector 132
NOIDA 201 301
+91 908 256 1327

Point of Contact:

Ritika Tyagi: [+91 954 025 2940](tel:+919540252940)

Best regards,

Aarushi Gupta

MAQ Software

2021 Microsoft Power BI Partner of the Year

Direct +91 837 686 9556 | Microsoft Teams aarushig@maqsoftware.com
Redmond · Hyderabad · Mumbai · Noida

From: TPO <tpo@ggnindia.dronacharya.info>

Sent: Monday, September 26, 2022 8:22 AM

To: Ritika Tyagi | MAQ Software <ritikat@maqsoftware.com>; Rahul Singh | MAQ Software

<rahulsi@maqsoftware.com>

Cc: Richa Bisla | MAQ Software <richab@maqsoftware.com>; Neha Kiroula | MAQ Software <nehak@maqsoftware.com>; principal@ggnindia.dronacharya.info; Aarushi Gupta | MAQ Software <aarushig@maqsoftware.com>

Subject: [EXTERNAL] RE: MAQ Software: Hiring Associate Software Engineer

Dear Team,

Greetings!!

Please find attached database of interested students for your kind reference.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: TPO [<mailto:tpo@ggnindia.dronacharya.info>]

Sent: Saturday, September 24, 2022 2:30 PM

To: 'Ritika Tyagi | MAQ Software'; 'Rahul Singh | MAQ Software'

Cc: 'Richa Bisla | MAQ Software'; 'Neha Kiroula | MAQ Software'; 'principal@ggnindia.dronacharya.info'; 'Aarushi Gupta | MAQ Software'

Subject: RE: MAQ Software: Hiring Associate Software Engineer

Dear Team,

Sure, we will share the database of interested students in the attached format tomorrow.

Test Date: 28th September 2022

Drive Date: 29th September 2022

Also, it is requested to kindly confirm the drive mode.

Thanks & Regards

Renu Dua & Naina Sehrawat

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9999468181, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122506



From: Ritika Tyagi | MAQ Software [<mailto:ritikat@maqsoftware.com>]
Sent: Saturday, September 24, 2022 2:02 PM
To: TPO; Rahul Singh | MAQ Software
Cc: Richa Bisla | MAQ Software; Neha Kiroula | MAQ Software; principal@ggnindia.dronacharya.info; Aarushi Gupta | MAQ Software
Subject: MAQ Software: Hiring Associate Software Engineer

Hello Team,

Requesting you to provide the students data in the attached template by Tomorrow EOD (September 25, 2022) and also give inputs for the

Test Date:

Drive Date:

Best regards,

Ritika Tyagi

MAQ Software

2021 Microsoft Power BI Partner of the Year

Direct [+91 954 025 2940](tel:+919540252940) | Microsoft Teams ritikat@maqsoftware.com
Redmond · Noida · Hyderabad · Mumbai

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Friday, September 23, 2022 7:28 PM
To: Rahul Singh | MAQ Software <rahulsi@maqsoftware.com>
Cc: Richa Bisla | MAQ Software <richab@maqsoftware.com>; Ritika Tyagi | MAQ Software <ritikat@maqsoftware.com>; Neha Kiroula | MAQ Software <nehak@maqsoftware.com>; principal@ggnindia.dronacharya.info
Subject: [EXTERNAL] RE: MAQ Software: Hiring Associate Software Engineer

Dear Rahul Sir,

Greetings!!

Thank you so much for sharing the opportunity.

This is to kind inform you that students can join the organization from 10th October. They will require maximum 10 to 15 days leaves in the month of Dec 2022/Jan 2023 and maximum 10 days leave in the month of May/June 2023.

Also, we can conduct the recruitment process on 28-29 September 2022.

Kindly confirm.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Thanks & Regards

Renu Dua & Naina Sehwat
 Training & Placement Officer
 Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
 Ph. +91-124-2375502
 Mobile- 9990797776, 9999468181, 9910380107
 email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info
 Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Rahul Singh | MAQ Software [<mailto:rahulsi@maqsoftware.com>]
Sent: Wednesday, September 21, 2022 8:37 PM
To: tpo@ggnindia.dronacharya.info
Cc: Richa Bisla | MAQ Software; Ritika Tyagi | MAQ Software; Neha Kiroula | MAQ Software
Subject: MAQ Software: Hiring Associate Software Engineer

Hello Team,

Greetings from MAQ Software!

We are a team of software experts who accelerate data-driven transformations for Global 2000 companies. Using data analytics, cloud technology, and data science, we accelerate software initiatives that enable our customers to transform their industries. We are committed to customer growth and meeting client objectives. 90% of our clients are repeat customers.

We are awarded as 2021 Microsoft partner of the year for delivering innovative business intelligence and analytics solutions using Microsoft Power BI.

We are hiring for 2022 and 2023 passing out batch and would like to interact with your students.

Please find attached the Job Description for **Associate Software Engineer**.

#	Candidate Profile	
1	Eligible Branches	B. Tech./B.E. (CSE/ IT)
		M. Tech./M.E. (CSE/IT)
		BCA + MCA/ B.Sc. (IT) + MCA/ B.Sc. (CS) + MCA
2	Eligibility criteria:	6 CGPA/ 60% plus or equivalent throughout academic years
		No active backlogs
3	Job Location	Noida in office

Kindly provide your inputs on the proposed dates mentioned below:

Test Date: Need to confirm

Drive Date: Need to confirm

Joining: October 10, 2022

Offer Type: 9-12 months internship


 Principal
 Dronacharya College of Engg.
 Farukh Nagar - 122506

Stipend- 36,000 per month

To know more about us, please visit our website: <https://maqsoftware.com/>

Also, you can go through these videos: <https://youtu.be/FRk-5V0MfkE>

<https://youtu.be/D-2qpleGoNk>

<https://youtu.be/-D!bREclX0c>

<https://youtu.be/aAGzZ6GdHSo>

Feel free to connect in case you have any queries

Best regards,

R Rahul Singh

MAQ Software

2021 Microsoft Power BI Partner of the Year

Direct [+91 996 311 7987](tel:+919963117987) | Microsoft Teams rahulsi@maqsoftware.com

Redmond · NOIDA · Hyderabad · Mumbai

We're hiring!





MAQ Software

Sidhant Sharma
Aadhaar No: 9989 9694 7196
Phone: 776 032 9180
E-mail: sidhants98@gmail.com

Date: October 06, 2022

Dear Sidhant Sharma:

On behalf of **MAQ India Private Limited**, a company set up under the Companies Act of India, 1956 (the "Company"), I am pleased to offer you the position of **Associate Software Engineer** of the Company. We are very impressed with your credentials and we look forward to your future success in this position.

The terms of your new position with the Company are as set forth below:

- 1. Position.** a. You will become **Associate Software Engineer** working on projects from our clients including Microsoft Corporation and other clients (each of which is hereinafter called "Client").
b. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent of the Company. You will not directly or indirectly engage or participate in any business that is competitive in any manner with the business of the Company.
- 2. Start Date.** Subject to fulfilment of any conditions imposed by this letter agreement, you will commence this new position with the Company on **Monday, October 10, 2022**. Your place of joining will be **Noida**.
- 3. Service Agreement:** Not Applicable.
- 4. Compensation.** Your monthly compensation consists of base salary, bonus, house rent allowance and employee provident fund as described below. The monthly compensation will be paid to you at the end of each month:

Basic Salary	Rupees 21,500
Bonus	Rupees 1,800
House Rent Allowance	Rupees 10,800
Employee Provident Fund	Rupees 1,800
Total Monthly CTC	Rupees 36,000

- a. You will be on internship for the period from **Monday, October 10, 2022** to **Friday, April 07, 2023**.


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Bronacharya College of Engg.
Farrukh Nagar - 126600

5. **Vacation Benefits.** You will be entitled to paid vacation per year, pro-rated for the remainder of this calendar year as per the company policy.
6. **Confidential Information and Invention Assignment Agreement.** Your acceptance of this offer and commencement of employment with the Company is contingent upon the execution, and delivery to an officer of the Company, of the Company's Confidential Information and Invention Assignment Agreement, a copy of which is enclosed for your review and execution (the "Confidentiality Agreement"), prior to or on your Start Date.
7. **Confidentiality of Terms.** You agree to follow the Company's strict policy that employees must not disclose, either directly or indirectly, any information, including any of the terms of this agreement, regarding salary or bonuses to any person, including other employees of the Company; provided, however, that you may discuss such terms with members of your immediate family and any legal, tax or accounting specialists who provide you with individual legal, tax or accounting advice.
8. **Employment Restriction.** You shall not accept employment directly or indirectly with, at, for or by Client (Microsoft) for a period of one year following the completion of your employment with the Company without the written consent of Company.
9. **At-Will Employment and Notice Period.** Your employment with the Company will be on an "at will" basis. This means that either you or the Company may terminate your employment for any reason or no reason with certain notice period, without further obligation or liability. Refer the employee handbook for more details on notice period.

This simple action allows us to help inform the customer and find a suitable replacement so that customer projects are not adversely affected. The notice period is not applicable in case an employee is terminated due to damage caused to the company for example: due to fraud or misrepresentation.

10. **Surety Deposit:** Not Applicable.
11. **Jurisdiction.** This Agreement shall be governed and construed in accordance with the laws of India and shall be subject to the exclusive jurisdiction of the Courts at Delhi.

We are all delighted to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to us, along with a signed and dated copy of the Confidentiality Agreement. This letter, together with the Confidentiality Agreement, set forth the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

For MAQ India Private Limited

Amrish Shah

Signature
Amrish Shah
Director of Application Services Delivery
Date: October 06, 2022

Attachment A: Confidential Information and Invention Assignment Agreement.

Accepted and Agreed






Signature
Sidhant Sharma

Date: 10 / 07 / 2022


Principal
Bronacharya College of Engg.
Farrukh Nagar - 125500

TITLE	2022100604004929713679084_Sidhant Sharma_OfferLetter
FILE NAME	20221006040049297..._OfferLetter.docx
DOCUMENT ID	0004056f73c40efe85837140c4f24c4793c83331
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	* Signed






Document history

 SENT	10 / 07 / 2022 13:02:06 UTC	Sent for signature to Shikha Sharma (shikhash@maqsoftware.com), Pratyush Mantri (pratyushma@maqsoftware.com), Sidhant Sharma (sidhants98@gmail.com) and Amrish Shah (amrisha@maqsoftware.com) from indiaadmin@maqsoftware.com IP: 183.83.141.78
 VIEWED	10 / 07 / 2022 13:03:25 UTC	Viewed by Shikha Sharma (shikhash@maqsoftware.com) IP: 14.98.242.242
 SIGNED	10 / 07 / 2022 13:03:42 UTC	Signed by Shikha Sharma (shikhash@maqsoftware.com) IP: 14.98.242.242
 VIEWED	10 / 07 / 2022 16:31:39 UTC	Viewed by Pratyush Mantri (pratyushma@maqsoftware.com) IP: 106.202.53.206
 SIGNED	10 / 07 / 2022 16:48:09 UTC	Signed by Pratyush Mantri (pratyushma@maqsoftware.com) IP: 106.202.53.206


Principal
Brenacharya College of Engg.
Faridkot, Punjab - 126306

TITLE	2022100604004929713679084_Sidhant Sharma_OfferLetter
FILE NAME	20221006040049297..._OfferLetter.docx
DOCUMENT ID	0004056f73c40efe85837140c4f24c4793c83331
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	* Signed

Document history

 VIEWED	10 / 07 / 2022 16:58:05 UTC	Viewed by Sidhant Sharma (sidhants98@gmail.com) IP: 27.63.105.141
 SIGNED	10 / 07 / 2022 17:03:21 UTC	Signed by Sidhant Sharma (sidhants98@gmail.com) IP: 27.63.105.141
 VIEWED	10 / 08 / 2022 01:52:09 UTC	Viewed by Amrish Shah (amrishes@maqsoftware.com) IP: 49.36.121.198
 SIGNED	10 / 08 / 2022 01:52:20 UTC	Signed by Amrish Shah (amrishes@maqsoftware.com) IP: 49.36.121.198
 COMPLETED	10 / 08 / 2022 01:52:20 UTC	The document has been completed.

MAPOUT

Strictly Private & Confidential

10 June 2022

Ankit Dhawan

1106, Tower - 1, Ansal Sushant Estate,
Sector 52, Gurugram, 122003

Contract of Internship

It is with great pleasure that we extend to you an offer to join **Map Out Private Limited** (the "Company") on the following terms and conditions.

Personal Terms

Employee Name:	Ankit Dhawan
Job Title:	React Native Developer - Intern
Start Date:	1st August 2022
End Date:	1st Jan 2023
Place of Work:	G Block, Southcity II, Gurgaon
Monthly Stipend	INR 30,000
Probationary Period	3 months

1. During your Internship, you must:

1.1. use your best endeavors to promote, protect, develop and further the Company's business and the business of any Group Company;

1.2. unless prevented by incapacity, devote the whole of your time, attention and abilities to the Company's business;

1.3. diligently exercise such powers and perform any duties that the Company may assign


Principal
Bronacharya College of Engg.
Farrukh Nagar - 125503

to you;

- 1.4. comply with all reasonable and lawful directions that the Company may give you;
- 1.5. ensure that you maintain the highest standards of conduct at all times and conduct your personal and working life in a way that does not damage or risk damaging the Company's reputation;

Job Title and Duties

2. The Company may change your job title or reporting line from time to time as the Company considers reasonable or necessary. Such change will not have any effect on your level of remuneration or on your hierarchical position unless specified otherwise.
3. You must carry out all your duties consistent with your Job Title that the Company may assign to you and comply with any reasonable instruction(s) that the Company gives you.
4. Based on your performance during the internship, we will determine to offer a PPO, at a revised compensation agreed upon by both the parties

Hours of Work

4. You will be required to work 40 hours a week as per Company requirements. **The Current work schedule is: 8:30 AM to 3 PM Monday to Friday with alternate Saturday working.** You may be required to work additional hours, including hours on weekends or during public holidays, whenever this is reasonably necessary to carry out your duties properly and in order to make the Company successful. This has already been taken into account in determining your Base Salary and benefits and you will not be entitled to extra pay if you work additional hours unless specifically directed by the Company.

Place of Work

5. Your normal place of work is set out above in the section of this Agreement entitled "Personal Terms"

Holidays

6. Our holiday year runs from 1 January to 31 December. In addition to 12 public holidays as published by the company, you will be entitled to 18 days' paid holiday in each complete holiday year. All other leaves will be as per Company leave policy.

7. If you start employment part way through a holiday year, your entitlement to holidays will be calculated on a pro rata basis. Any part day's holiday will be rounded up to the nearest half day.


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Pranacharya College of Engg.
Farrukh Nagar - 123503

8. You will accrue 1.5 days of holiday each month, and subject to company approval you may take additional leaves before they accrue (although you cannot take holiday entitlement from any following holiday year).
9. Your entitlement to holiday (including public holidays) is inclusive of your entitlement to statutory annual holiday and additional statutory annual holiday.
10. You may only take holiday at times that have been approved by the Company. You should always give reasonable advance notice of any proposed holiday dates. Upon your written request by January 15 each year, you may carry forward 5 holidays from one holiday year to the next year.
11. If your employment terminates part way through a holiday year, the Company will pay you a prorated gross salary for each day's holiday which has accrued for that holiday year but not been taken. If you have exceeded your accrued entitlement, you must repay the appropriate sum (adopting the same calculation set out above). The Company may deduct any repayment from any sums due to you.

Termination of Internship

12. You or the Company may terminate your Internship by giving to the other not less than two (2) weeks' notice in writing.

Return of Property and Passwords

13. Upon giving or receiving notice of termination of your Internship, or at such time as the Company may require, you must:
 - 13.1. immediately return all items of the Company's property which you have in your possession in connection with your Internship (including any keys, security pass, mobile phone or other electronic devices, tapes, memory sticks, credit cards, all Confidential Information and all original and copy documents, software, data, information of a confidential nature or other material belonging to or relating to the business of the Company or any Company held in whatever medium (including electronically) which is within your power, possession or control, whether or not stored or held on equipment (including but not limited to any personal mobile telephone or computer) and whether or not such equipment belongs to the Company or any Company, and any other property or material belonging to or relating to the business of the Company or any Company or belonging to any third party who has provided the property to the Company or any Company, which is in your possession or under your control); and
 - 13.2. if you have any document or information belonging to the Company on a personal mobile telephone, computer or other electronic device (which is not to be returned under the above provisions), forward a copy to the Principal and then irretrievably delete the document or information. Permit the Company to inspect any such personal mobile telephone, computer or other electronic

device upon request to ensure such steps have been taken.

3

Confidentiality

14. In this Agreement, “**Confidential Information**” means:

- 14.1. details of the Company’s or any Company’s business and financial information; business methods, practices and strategies; pricing policies and strategies, technological methods, practices, and information; marketing, development or management plans or strategies or forecasts;
- 14.2. computer software or data of any sort, or hardware architecture, developed, compiled, owned or licensed by the Company or any Company;
- 14.3. the fact that the Company uses, has used, or has evaluated for potential use a particular computer program, hardware, or system, if the disclosure of such fact to a competitor of the Company might reasonably be expected to adversely affect the competitive position of the Company relative to that of such a competitor;
- 14.4. procedures, methods, or techniques developed by or for the Company;
- 14.5. any document marked or designated as “Confidential” or “Secret”;
- 14.6. any information relating to the Company or any Company or any of its or their clients which the Company or any Company or the client reasonably considers (or is likely to consider) to be confidential;
- 14.7. confidential information relating to employees, officers or shareholders of the Company and any member of the Company; and
- 14.8. such information as the Company may from time to time designate as being confidential

but does not include information that is in the public domain, unless such information is in or falls into the public domain by a breach of your obligations. Nothing in this Agreement restricts or prohibits you or the Company from initiating communications directly with, responding to any inquiries from, providing testimony before, providing Confidential Information to, reporting possible violations of law.

15. During your Internship with the Company, Confidential Information will be disclosed to you. You acknowledge and agree that unauthorised disclosure of such information to third parties, including unauthorised disclosure to an internal department of the Company, or use of such information other than for the express purposes of the

Principal
Dhanacharya College of Engg.
Farukh Nagar - 123503

Company or a Company could cause irreparable harm to the Company and other Company Companies. The Company requires that you be respectful and mindful of your use of Confidential Information at all times.

16. During and after your Internship, you must not (unless required to do so by law, protected in doing so by a statutory right of protected disclosure, in the course of properly performing your duties under this Agreement or as authorised by the Company):
- 16.1. use any trade secrets or Confidential Information for any purposes other than those of the Company or a Company;
 - 16.2. disclose any trade secrets or Confidential Information to any person; or
 - 16.3. copy, photograph, duplicate, draw, sketch, download, upload, alter, destroy, replicate, transmit, mail, or otherwise convey any Confidential Information belonging to the Company nor remove the same from the Company's office premises or property. This includes (without limitation) sending any Confidential Information to a personal email address.
 - 16.3.1. e employed or engaged by any Person who has employed, appointed or engaged a Key Person in connection with the carrying on of Restricted Business; and/or
 - 16.3.2. solicit, or try to solicit or place orders for the supply of products or services from any Supplier if a likely consequence is that the Supplier will cease supplying, materially reduce its supply or vary detrimentally the terms on which it supplies products or services to the Company or any Relevant Group Company.

Governing Law and Dispute Resolution

17. This Agreement shall be governed by and interpreted under the laws of India.
18. The courts of Gurgaon, Haryana shall have the sole and exclusive jurisdiction to adjudicate any dispute arising between the Parties to this Agreement.

This Agreement

19. By signing this Agreement, you confirm that you are not entering into Internship with the Company in reliance upon any prior oral or written representations made to you by the Company or on the Company's behalf. This Agreement contains the whole agreement between you and the Company in connection with your Internship and takes effect upon your Start Date.

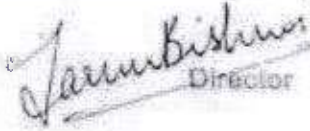

Principal
Dronacharya College of Engg.
Faridkot, Punjab - 145003

IN WITNESS WHEREOF the Parties have set their hands the day and year hereafter

written and last dated below:

SIGNED on behalf of the Company

For MAPOUT PVT. LTD.


Director

Tarun Bishnoi

DATED

10th June 2022

I have read, understood, agreed and accepted the terms and conditions of the Internship set out in this Agreement.

SIGNED

Ankit Dhawan

DATED

6


Principal
Brenacharya College of Engg.
Farrukh Nagar - 125506

Admission Dronacharya Group of Institutions

From: Hrd.Ggn <hrd.ggn@libsystech.com>
Sent: Monday, November 7, 2022 2:13 PM
To: TPO
Cc: principal@ggnindia.dronacharya.info; 'Ruchika Mohanty'
Subject: Re: Campus Recruitment 2023
Attachments: image001.png; Dronacharya College.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Renu,

We are thankful to entire team of Dronacharya College of Engg. for all their support & coordination in conducting this online campus drive.

We have selected One student with Dronacharya College of Engg. The name is :

1. Sandeep Kumar

Please let us have the confirmation on the attached document and do ensure selected candidate should not appear for any on campus interviews further.

Regards
Mitali
HR Dept.

On 11/3/2022 2:40 PM, TPO wrote:

Noted with Thanks Ma'am!!

Kind Regards
Renu Dua
Dronacharya

From: Hrd.Ggn [mailto:hrd.ggn@libsystech.com]
Sent: Thursday, November 3, 2022 2:29 PM
To: TPO
Cc: principal@ggnindia.dronacharya.info; 'Ruchika Mohanty'
Subject: Re: Campus Recruitment 2023


Principal
Dronacharya College of Engg.
Farrukh Nagar - 121509

S.No.	Name	Contact	Email	Day	Date	Meeting Link
1	Sandeep kumar	8295366279	ksandep482@gmail.com	Thursday	3:00	https://meetings.lsmeeet.in/?xxa8hGChxFu86CMgJOeEp8j6ywdI
2	Sameer kumar	8877478057	chetan2692000@gmail.com	Thursday	4:00	https://meetings.lsmeeet.in/?Z-DtXqCVT5yNusipuMTpHLH4dA

On 11/3/2022 1:26 PM, Hrd.Ggn wrote:

Aman Verma:- Technical Interaction with Aman Verma (Guru Dronacharya College) on 03-11-2022 Thursday @02:00PM

https://teams.microsoft.com/l/meetup-join/19%3ameeting_MGFkOTNjMTctMDI5Ny00ZjlmLTg3MzctMDA0NmZlY2QxZmQ5%40thread.v2/0?context=%7b%22Tid%22%3a%220eab2403-31b6-43a2-8486-495386762b19%22%2c%22Oid%22%3a%22f431a702-1d29-4b71-8d1d-f771f87d8add%22%7d

On 11/3/2022 12:02 PM, Hrd.Ggn wrote:

<

S.No.	Name	Contact	Email	Day	Timings	Meeting Li
	Aman Verma	7309365060	abkkaman0010@gmail.com	Thursday	12:00	https://meet4vkdICrwK

On 11/3/2022 9:54 AM, Hrd.Ggn wrote:

Dear Renu,

Please find the schedule for online interaction below :

Do Inform the students to join the below link on time.

S.No.	Name	Contact	Email	Day
1	Sandeep kumar	8295366279	ksandep482@gmail.com	Thursday
2	Sameer kumar	8877478057	chetan2692000@gmail.com	Thursday
3	Aman Verma	7309365060	abkkaman0010@gmail.com	Thursday

Regards
Mitali
HR Dept.

On 11/2/2022 7:49 PM, TPO wrote:

Good Evening Ma'am,

Thank you so much for sharing the list of shortlisted students.

This is to kind inform you that out of 7 students, 4 students will appear tomorrow for further rounds. Details mentioned below.

S.No.	Name	Contact	Email
1	Anubhuti Prasad	7217891866	anubhutiprasad476@gmail.com
2	Aman Verma	7309365060	abkkaman0010@gmail.com
3	Sidhant Sharma	7760329180	sidhants98@gmail.com


Principal
Dronacharya College of Engg.
Eroli, Gurgaon - 123500

4	Devanshi Mishra	7827449232	devu2732@gmail.com
5	Sandeep kumar	8295366279	ksandep482@gmail.com
6	Sameer kumar	8877478057	chetan2692000@gmail.com
7	Naman Malik	9996827384	namanmalik21@gmail.com

Kind Regards
Renu Dua
Dronacharya

From: Hrd.Ggn
[mailto:hrd.ggn@libsys.co.in]
Sent: Wednesday, November 2,
2022 5:49 PM
To: TPO
Cc:
principal@ggnindia.dronacharya.info
; 'Ruchika Mohanty'
Subject: Re: Campus Recruitment
2023

Dear Renu,

As discussed ,7 students are shortlisted for face to face interaction at our head office, Gurugram on Thursday i.e. November 03, 2022 @9:00AM onwards

Please find the names below :

S.No.	Name	Contact	Email
1	Anubhuti Prasad	7217891866	anubhutiprasad476@gmail.com
2	Aman Verma	7309365060	abkkaman0010@gmail.com
3	Sidhant Sharma	7760329180	sidhants98@gmail.com
4	Devanshi Mishra	7827449232	devu2732@gmail.com
5	Sandeep kumar	8295366279	ksandep482@gmail.com
6	Sameer kumar	8877478057	chetan2692000@gmail.com
7	Naman Malik	9996827384	namanmalik21@gmail.com

Students are required to carry their updated resume along with one passport size photograph


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Venue Details:

LIBSYS Limited
631-633 Udyog Vihar
Phase - V , Gurugram - 122016
Landmark : Near Oberoi / Trident
Hotel
Nearest Metro station : IndusInd
Rapid Metro Station

In case of any query, students
may reach me on 9958543311.

Please acknowledge.

Regards
Mitali
HR Dept.

On 11/2/2022 1:04 PM, Hrd.Ggn
wrote:

Dear Renu,

38 students has
been shortlisted to
appear for our
next Technical
Subjective Test.
(As attached)

The URL for the
subjective test
[https://placement
.libsys.co.in/test/te
st-
DRONACHARY
A-2022S](https://placement.libsys.co.in/test/test-DRONACHARYA-2022S)

The mentioned
link will be
activated today at
2:00PM. Please
inform all the
students to login
with their
credentials on
time.

Regards
Mitali

On 11/2/2022
11:01 AM,
Hrd.Ggn wrote:

Dea

r

4


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125500

Lenskart Solutions Pvt. Ltd.

12/1, 7th Floor, Vatika Mindscapes, National Highway 2
Sector 27D, Faridabad, Haryana - 121003 | www.lenskart.com
CIN: US1494DL2008PTC178355



Nov 07, 2022

Kartik Garg

Subject: Letter of Engagement for Retainership

This has reference to your proposal of offering your services and expertise as 'Intern- John Jacobs' on retainership basis and subsequent discussions you had with us. We are pleased to engage you as Intern on retainership basis as per the detailed area of work on which your expertise will be required.

The engagement shall be based on the following terms and conditions:

1. That you will provide consultancy as per the area of work to the Company initially, at **AltF Coworking Space**
2. None of the terms and conditions set forth herein shall be interpreted to create any agency, master- servant, employment or any other relationship between you and the Company, or you and any of the Company's employees.
3. That you shall interact with the Company's 'Representative' as designated by the Company from time to time, to assign you the work and for all other acts, deeds and things as may be incidental in relation thereof. The Representative shall assist you for the performance coordination of the above consultancy job and you shall have to comply with the specifications required and laid out by such Representative.
4. The continued assignment of consultancy job to you will depend entirely at the sole discretion of the Company and nothing herein will be deemed to give you any hope or expectation for continuity of work.
5. That you will exercise due diligence and professional excellence in the exercise of your professional duties under this retainership arrangement. You further undertake that services shall be performed with due care and in a workmanlike manner. Any willful negligence, carelessness or any other professional misconduct


Principal
Bronacharya College of Engg.
Farrukh Nagar - 125500

Lenskart Solutions Pvt. Ltd.

12/1, 7th Floor, Vahika Mindscapes, National Highway 2
Sector 27D, Faridabad, Haryana - 121003 | www.lenskart.com
CIN: U51494DL2008PTC178355



shall result in the cancellation of your retainership and/or also an action for recovery of the loss if the Company suffers on account of any lapse on your part.

1. That it will be entirely on discretion of the company whether to provide any assignment to you and it will not be your right to demand assignments from the Company.
2. That you will not disclose either in writing or by word of mouth or by any other means, any confidential information of the Company, regarding the know-how, process of work, marketing, equipment or any other business secrets which you may acquire during the course of the present retainership to any other external person, firm, company or institutions or body of persons or your other clients, if any.
3. You shall promptly notify and fully disclose to Company, in writing, the existence and nature of any and all ideas, designs, practices, processes, improvements and inventions ("Inventions"), which you have conceived or actually reduced to practice during the term of this Retainership or within six-months after termination of this Retainership, if such Inventions relate to a product or process upon which you worked during the term of this Retainership.
4. It is expressly agreed that this Retainership does not, in any manner, permit or assign any right to you upon the trademark/copyrights/other Intellectual Properties of the Company.
5. This Retainership is entered on a mutually exclusive basis. During the term of this Retainership and for a period of twelve months after the termination of this Retainership you shall not, directly or indirectly, on your own or on a third party's behalf, in any capacity, solicit the business or patronage of any customer/s of the Company; divert, entice, or otherwise take away from the Company any customer/s or attempt to do so; solicit or induce any Customer or employee of the Company to terminate or reduce its relationship with the Company. You shall maintain ethical behavior at work and shall not interfere in any manner or matter between our employees and the Company nor shall you indulge into inciting or instigating or in any way divert Company employees from the Company.
6. That you will be paid a monthly retainership fee of **Rs. 15000/-** (subject to deduction of applicable taxes, duties etc. as per the applicable State and Central government rules and regulations) for the duration of this Retainership. The company shall not reimburse or make any additional payments to you for the services rendered under this Retainership except those duly approved by the Company in writing. That you shall be liable to pay the municipal taxes, as applicable, on your own.
7. The monthly retainership fee payment shall be made subject to the satisfactory performance of services by you. The Company has the right to withhold the monthly fee wherein the Company decides that the services have not been rendered with due professional care and skill or for any other reason as the Company may


Principal
Bronacharya College of Engg.
Farukh Nagar - 125806

Lenskart Solutions Pvt. Ltd.

12/1, 7th Floor, Vatika Mindscapes, National Highway 2
Sector 27D, Faridabad, Haryana - 121003 | www.lenskart.com
CIN: U51494DL2008PTC178355



deem fit. The payments shall be withheld till the time further actions in the regard are determined by the Company.

1. It is made clear that this engagement is on retainership basis and in no way to be construed as employment and you will not be entitled to any facility, amenity etc. to which the full time or part time employees of the Company are entitled., other than the allowances and reimbursements on account of official travel as mentioned in clause 11. You will not be entitled to any other payment as any allowances or business contributions etc.
2. To the fullest extent permitted by law, you shall indemnify the Company, hold it harmless, and defend and protect it from and against any and all loss, damage, liability, judgment, claim, cost or expense (including reasonable attorneys' fees and other costs and expenses), of any sort, resulting from injury or damage of any sort to any person or entity, arising out of or in connection with your performance under this Retainership.
3. It is agreed that in the event of any default or breach on your part in the performance and observance of any one or all of the terms and conditions set out in this Retainership, the Company shall be entitled and be at liberty to claim such damages against you as it deems fit or might avail any other remedy that may be available to it under the law.
4. That you shall not assign and/or delegate this retainership either fully or partly, to any other party as the consultancy on retainership is awarded purely due to your personal competence and skill, and hence has been mutually agreed upon.
5. You shall take all such reasonable and adequate measures to protect any personal information/data which might be revealed to you in the course of your duties or revealed to you for the performance of your duties/obligations set out in this Retainership. All liabilities arising for unauthorized disclosure of personal information by you shall be borne solely by you.

The Company reserves the sole discretion to extend the validity period of the Retainership on the terms and conditions as may be determined by the Company. However, the Company reserves the right to terminate the Retainership any time during the term of this Retainership with immediate effect in case of breach of any of the terms and condition of this agreement or in case your performance is assessed by the Company as unsatisfactory.


Principal
Bansacharya College of Engg.
Farrukh Nagar - 123505

Lenskart Solutions Pvt. Ltd.

12/1, 7th Floor, Yatika Mindscopes, National Highway 2
Sector 27D, Faridabad, Haryana - 121003 | www.lenskart.com
CIN: U51494DL2008PTC178355



1. It is specifically agreed between both the parties that either Party reserves the right to terminate this Retainership at any time during the term by giving a prior notice of 15 days without assigning any reason whatsoever or by paying the proportionate amount of the Notice period in lieu thereof.
2. Prevention of sexual harassment: Harassment of any kind will not be tolerated by the Company whether during the course of duty as set out in this Retainership or even while you are not acting under the duties/obligations of this Retainership. You are expected to comply with the Company's policy prohibiting sexual harassment, a copy of which is attached herein for your reference (Annexure II).
3. You shall not indulge in corrupt practices or shall commit any act or omission while performing any obligation under this Retainership which might be considered as unethical and/or corrupt under general and reasonable norms and standards.
4. If any provision set forth herein is invalid or unenforceable under any law, the validity of the remainder of this Retainership shall not be affected and such provision/s shall be deemed modified to the minimum extent necessary to make it consistent. No amendment or variation to this Retainership will be effective unless in writing signed by an authorized representative of each Party.
5. The terms and conditions herein shall be governed by and construed in accordance with the laws of India and the courts in Delhi shall have exclusive jurisdiction over the matter concerning this Retainership.
6. This Letter constitutes the entire agreement between the Parties with respect to these services.
7. As a token of acceptance of the above terms and conditions, please sign the duplicate copy of the letter hereof and return the same to us.

Yours truly,
For Lenskart Solutions Pvt. Ltd.

Authorized Signatory

Received and Accepted

Principal
Bhanacharya College of Engg.
Farrukh Nagar - 123605



Thursday, 17th November 2022

Aditi Paul

House No.- B-141, Gali No.- 10,
Mata Wali Gali, Johri Pur, Delhi,
Gokal Puri, North East, Delhi- 110094

8826512667

Aditipaul1973@gmail.com

Sub: Letter of Intent

Dear Aditi,

This is with reference to your application for a suitable employment in our organization. We are pleased to offer you the position as **Trainee** in our organization at an annual compensation of **INR 2,82,442/- (Two Lac Eighty Two Thousand Four Hundred Forty-Two Only)**.

You are required to bring along the following documents at the time of joining with us:

- Proof of Identification (PAN Card(mandatory) & Passport/Voter's ID Card)
- Address Proof (Aadhar Card (mandatory)/Driving License/Rent Agreement/Electricity bill)
- All educational/Professional Certificates & Mark sheets (School & College)
- Latest Form 16, if applicable
- 2 passport size photographs
- Please bring your original documents at the time of joining for verification

You are required to join us on **Tuesday, 3rd January 2023** at 10:00 a.m. sharp at **4th Floor, B-9, Sector 3, Noida 201301, UP** failing which this offer stands withdrawn. You will be in a probationary period for six months, until, **2nd July 2023**. Your formal appointment letter shall be given to you after the completion of your joining formalities.

Please submit the copy of the Accepted Resignation Letter within 36 hours from the issue of LOI, failing which the LOI stands cancelled.

Look forward to a long & meaningful association with you.

Thanking you,

For **Kiwi Technologies India Pvt. Ltd.**

Rehan Abdi

Senior Manager – Talent Acquisition


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125306

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Base Compensation Structure

Name: Aditi Paul

Date of Joining: 3rd January 2023

Designation: Trainee

With Effect from: 3rd January 2023

Component Details	Compensation (Monthly)	Compensation (Yearly)
Basic	12,630	151,560
HRA	8,420	101,040
Transport Allowance	NA	NA
Special Allowance	NA	NA
Sub Total A	21,050	252,600
LTA	NA	NA
Conveyance Reimbursement	NA	NA
Telephone Reimbursement	NA	NA
Entertainment Reimbursement	NA	NA
Medical Reimbursement	NA	NA
Sub Total B	0	0
Other Benefits		
Provident Fund-Employer Contribution	1,516	18,187
Gratuity*	606	7,275
Mediclaime Premium	365	4,380
Sub Total C	2,487	29,842
Gross (A+B)	21,050	252,600
Cost to Company (A+B+C)	23,537	282,442

*Gratuity to be payable on successful completion of 5 years as per Payment of Gratuity Act.

Note: All the above components will be governed by the company policy and tax liability if any will be on account of the employees.

For Kiwi Technologies India Pvt. Ltd.

ACCEPTED

Rehan Abdi

Senior Manager – Talent Acquisition


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125506

<This is a computer generated document and does not required any signature>



Thursday, 17th November 2022

Anubhuti Prasad

7/9/1 Teacher Colony, No. 1 Cabin Road,
Guptar Bagan, Jagatdal, North 24 Parganas,
West Bengal- 743125

7217891866

Anubhutiprasad476@gmail.com

Sub: Letter of Intent

Dear Anubhuti,

This is with reference to your application for a suitable employment in our organization. We are pleased to offer you the position as **Trainee** in our organization at an annual compensation of **INR 2,82,442/- (Two Lac Eighty Two Thousand Four Hundred Forty-Two Only)**.

You are required to bring along the following documents at the time of joining with us:

- Proof of Identification (PAN Card(mandatory) & Passport/Voter's ID Card)
- Address Proof (Aadhar Card (mandatory)/Driving License/Rent Agreement/Electricity bill)
- All educational/Professional Certificates & Mark sheets (School & College)
- Latest Form 16, if applicable
- 2 passport size photographs
- Please bring your original documents at the time of joining for verification

You are required to join us on **Tuesday, 3rd January 2023** at 10:00 a.m. sharp at **4th Floor, B-9, Sector 3, Noida 201301, UP** failing which this offer stands withdrawn. You will be in a probationary period for six months, until, **2nd July 2023**. Your formal appointment letter shall be given to you after the completion of your joining formalities.

Please submit the copy of the Accepted Resignation Letter within 36 hours from the issue of LOI, failing which the LOI stands cancelled.

Look forward to a long & meaningful association with you.

Thanking you,

For Kiwi Technologies India Pvt. Ltd.

Rehan Abdi

Senior Manager – Talent Acquisition


Principal
Bronacharya College of Engg.
Farrukh Nagar - 125006

<This is a computer generated document and does not required any signature>



Base Compensation Structure

Name: Anubhuti Prasad

Date of Joining: 3rd January 2023

Designation: Trainee

With Effect from: 3rd January 2023

Component Details	Compensation (Monthly)	Compensation (Yearly)
Basic	12,630	151,560
HRA	8,420	101,040
Transport Allowance	NA	NA
Special Allowance	NA	NA
Sub Total A	21,050	252,600
LTA	NA	NA
Conveyance Reimbursement	NA	NA
Telephone Reimbursement	NA	NA
Entertainment Reimbursement	NA	NA
Medical Reimbursement	NA	NA
Sub Total B	0	0
Other Benefits		
Provident Fund-Employer Contribution	1,516	18,187
Gratuity*	606	7,275
Mediclaime Premium	365	4,380
Sub Total C	2,487	29,842
Gross (A+B)	21,050	252,600
Cost to Company (A+B+C)	23,537	282,442

*Gratuity to be payable on successful completion of 5 years as per Payment of Gratuity Act.

Note: All the above components will be governed by the company policy and tax liability if any will be on account of the employees.

For Kiwi Technologies India Pvt. Ltd.

ACCEPTED

Rehan Abdi

Senior Manager – Talent Acquisition


Principal
Dronacharya College of Engg.
Farrukh Nagar - 126500

<This is a computer generated document and does not required any signature>



Friday, 18th November 2022

Jatin Kumar

House No- 2686/3, Shadipur,
Main Bazar, Patel Nagar West,
Central Delhi, Delhi- 110008

9911588694

Kumar.jatin13905@gmail.com

Sub: Letter of Intent

Dear Jatin,

This is with reference to your application for a suitable employment in our organization. We are pleased to offer you the position as **Trainee** in our organization at an annual compensation of **INR 2,82,442/- (Two Lac Eighty Two Thousand Four Hundred Forty-Two Only)**.

You are required to bring along the following documents at the time of joining with us:

- Proof of Identification (PAN Card(mandatory) & Passport/Voter's ID Card)
- Address Proof (Aadhar Card (mandatory)/Driving License/Rent Agreement/Electricity bill)
- All educational/Professional Certificates & Mark sheets (School & College)
- Latest Form 16, if applicable
- 2 passport size photographs
- Please bring your original documents at the time of joining for verification

You are required to join us on **Tuesday, 3rd January 2023** at 10:00 a.m. sharp at **4th Floor, B-9, Sector 3, Noida 201301, UP** failing which this offer stands withdrawn. You will be in a probationary period for six months, until, **2nd July 2023**. Your formal appointment letter shall be given to you after the completion of your joining formalities.

Please submit the copy of the Accepted Resignation Letter within 36 hours from the issue of LOI, failing which the LOI stands cancelled.

Look forward to a long & meaningful association with you.

Thanking you,

For **Kiwi Technologies India Pvt. Ltd.**

Rehan Abdi

Senior Manager – Talent Acquisition


Principal
Bronacharya College of Engg.
Ferozkhan Nagar - 126506

<This is a computer generated document and does not required any signature>



Base Compensation Structure

Name: Jatin Kumar

Date of Joining: 3rd January 2023

Designation: Trainee

With Effect from: 3rd January 2023

Component Details	Compensation (Monthly)	Compensation (Yearly)
Basic	12,630	151,560
HRA	8,420	101,040
Transport Allowance	NA	NA
Special Allowance	NA	NA
Sub Total A	21,050	252,600
LTA	NA	NA
Conveyance Reimbursement	NA	NA
Telephone Reimbursement	NA	NA
Entertainment Reimbursement	NA	NA
Medical Reimbursement	NA	NA
Sub Total B	0	0
Other Benefits		
Provident Fund-Employer Contribution	1,516	18,187
Gratuity*	606	7,275
Mediclaim Premium	365	4,380
Sub Total C	2,487	29,842
Gross (A+B)	21,050	252,600
Cost to Company (A+B+C)	23,537	282,442

*Gratuity to be payable on successful completion of 5 years as per Payment of Gratuity Act.

Note: All the above components will be governed by the company policy and tax liability if any will be on account of the employees.

For Kiwi Technologies India Pvt. Ltd.

ACCEPTED

Rehan Abdi

Senior Manager – Talent Acquisition

Principal
Bronacharya College of Engg.
Farrukh Nagar - 123506

<This is a computer generated document and does not required any signature>



Friday, 18th November 2022

Mukul Dev Malik

House No.- 98, Gali No.- 1,
Shiela Bye Pass, Basant Vihar,
Rohtak, Haryana- 124001

8950026149

Mukulmalik14@gmail.com

Sub: Letter of Intent

Dear Mukul,

This is with reference to your application for a suitable employment in our organization. We are pleased to offer you the position as **Trainee** in our organization at an annual compensation of **INR 2,82,442/- (Two Lac Eighty Two Thousand Four Hundred Forty-Two Only)**.

You are required to bring along the following documents at the time of joining with us:

- Proof of Identification (PAN Card(mandatory) & Passport/Voter's ID Card)
- Address Proof (Aadhar Card (mandatory)/Driving License/Rent Agreement/Electricity bill)
- All educational/Professional Certificates & Mark sheets (School & College)
- Latest Form 16, if applicable
- 2 passport size photographs
- Please bring your original documents at the time of joining for verification

You are required to join us on **Tuesday, 3rd January 2023** at 10:00 a.m. sharp at **4th Floor, B-9, Sector 3, Noida 201301, UP** failing which this offer stands withdrawn. You will be in a probationary period for six months, until, **2nd July 2023**. Your formal appointment letter shall be given to you after the completion of your joining formalities.

Please submit the copy of the Accepted Resignation Letter within 36 hours from the issue of LOI, failing which the LOI stands cancelled.

Look forward to a long & meaningful association with you.

Thanking you,

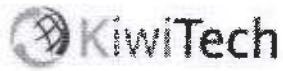
For Kiwi Technologies India Pvt. Ltd.

Rehan Abdi

Senior Manager – Talent Acquisition


Principal
Bronacharya College of Engg.
Farrukh Nagar - 123500

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Base Compensation Structure

Name: Mukul Dev Malik

Date of Joining: 3rd January 2023

Designation: Trainee

With Effect from: 3rd January 2023

Component Details	Compensation (Monthly)	Compensation (Yearly)
Basic	12,630	151,560
HRA	8,420	101,040
Transport Allowance	NA	NA
Special Allowance	NA	NA
Sub Total A	21,050	252,600
LTA	NA	NA
Conveyance Reimbursement	NA	NA
Telephone Reimbursement	NA	NA
Entertainment Reimbursement	NA	NA
Medical Reimbursement	NA	NA
Sub Total B	0	0
Other Benefits		
Provident Fund-Employer Contribution	1,516	18,187
Gratuity*	606	7,275
Mediclaim Premium	365	4,380
Sub Total C	2,487	29,842
Gross (A+B)	21,050	252,600
Cost to Company (A+B+C)	23,537	282,442

*Gratuity to be payable on successful completion of 5 years as per Payment of Gratuity Act.

Note: All the above components will be governed by the company policy and tax liability if any will be on account of the employees.

For Kiwi Technologies India Pvt. Ltd.

ACCEPTED

Rehan Abdi

Senior Manager – Talent Acquisition


Principal
Brahacharya College of Engg.
Farrukh Nagar - 125006

<This is a computer generated document and does not required any signature>



Friday, 18th November 2022

Naman Malik

481 Ward No- 9, Meharwara Rewari,
Haryana- 123401

9996827384

Namanmalik21@gmail.com

Sub: Letter of Intent

Dear Naman,

This is with reference to your application for a suitable employment in our organization. We are pleased to offer you the position as **Trainee** in our organization at an annual compensation of **INR 2,82,442/- (Two Lac Eighty Two Thousand Four Hundred Forty-Two Only)**.

You are required to bring along the following documents at the time of joining with us:

- Proof of Identification (PAN Card(mandatory) & Passport/Voter's ID Card)
- Address Proof (Aadhar Card (mandatory)/Driving License/Rent Agreement/Electricity bill)
- All educational/Professional Certificates & Mark sheets (School & College)
- Latest Form 16, if applicable
- 2 passport size photographs
- Please bring your original documents at the time of joining for verification

You are required to join us on **Tuesday, 3rd January 2023** at 10:00 a.m. sharp at **4th Floor, B-9, Sector 3, Noida 201301, UP** failing which this offer stands withdrawn. You will be in a probationary period for six months, until, **2nd July 2023**. Your formal appointment letter shall be given to you after the completion of your joining formalities.

Please submit the copy of the **Accepted Resignation Letter** within 36 hours from the issue of LOI, failing which the LOI stands cancelled.

Look forward to a long & meaningful association with you.

Thanking you,

For **Kiwi Technologies India Pvt. Ltd.**

Rehan Abdi

Senior Manager – Talent Acquisition


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125003

<This is a computer generated document and does not required any signature>



Base Compensation Structure

Name: Naman Malik

Date of Joining: 3rd January 2023

Designation: Trainee

With Effect from: 3rd January 2023

Component Details	Compensation (Monthly)	Compensation (Yearly)
Basic	12,630	151,560
HRA	8,420	101,040
Transport Allowance	NA	NA
Special Allowance	NA	NA
Sub Total A	21,050	252,600
LTA	NA	NA
Conveyance Reimbursement	NA	NA
Telephone Reimbursement	NA	NA
Entertainment Reimbursement	NA	NA
Medical Reimbursement	NA	NA
Sub Total B	0	0
Other Benefits		
Provident Fund-Employer Contribution	1,516	18,187
Gratuity*	606	7,275
Mediclaime Premium	365	4,380
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Gross (A+B)	21,050	252,600
Cost to Company (A+B+C)	23,537	282,442

*Gratuity to be payable on successful completion of 5 years as per Payment of Gratuity Act.

Note: All the above components will be governed by the company policy and tax liability if any will be on account of the employees.

For Kiwi Technologies India Pvt. Ltd.

ACCEPTED

Rehan Abdi

Senior Manager – Talent Acquisition


Principal
Bronacharya College of Engg.
Farrukh Nagar - 123603

<This is a computer generated document and does not required any signature>



Friday, 18th November 2022

Noorkaran Bhanarkar
House No.- C7, Type- 3, Tower- 21,
INA Market, East Kidwai Nagar,
South West Delhi, Delhi- 110023

8810546322
Bnoorkaran@gmail.com

Sub: Letter of Intent

Dear Noorkaran,

This is with reference to your application for a suitable employment in our organization. We are pleased to offer you the position as **Trainee** in our organization at an annual compensation of **INR 2,82,442/- (Two Lac Eighty Two Thousand Four Hundred Forty-Two Only)**.

You are required to bring along the following documents at the time of joining with us:

- Proof of Identification (PAN Card(mandatory) & Passport/Voter's ID Card)
- Address Proof (Aadhar Card (mandatory)/Driving License/Rent Agreement/Electricity bill)
- All educational/Professional Certificates & Mark sheets (School & College)
- Latest Form 16, if applicable
- 2 passport size photographs
- Please bring your original documents at the time of joining for verification

You are required to join us on **Tuesday, 3rd January 2023** at 10:00 a.m. sharp at **4th Floor, B-9, Sector 3, Noida 201301, UP** failing which this offer stands withdrawn. You will be in a probationary period for six months, until, **2nd July 2023**. Your formal appointment letter shall be given to you after the completion of your joining formalities.

Please submit the copy of the Accepted Resignation Letter within 36 hours from the issue of LOI, failing which the LOI stands cancelled.

Look forward to a long & meaningful association with you.

Thanking you,
For **Kiwi Technologies India Pvt. Ltd.**

Rehan Abdi
Senior Manager – Talent Acquisition


Principal
Dronacharya College of Engg.
Farrukh Nagar - 126606

<This is a computer generated document and does not required any signature>



Base Compensation Structure

Name: Noorkaran Bhanarkar

Date of Joining: 3rd January 2023

Designation: Trainee

With Effect from: 3rd January 2023

Component Details	Compensation (Monthly)	Compensation (Yearly)
Basic	12,630	151,560
HRA	8,420	101,040
Transport Allowance	NA	NA
Special Allowance	NA	NA
Sub Total A	21,050	252,600
LTA	NA	NA
Conveyance Reimbursement	NA	NA
Telephone Reimbursement	NA	NA
Entertainment Reimbursement	NA	NA
Medical Reimbursement	NA	NA
Sub Total B	0	0
Other Benefits		
Provident Fund-Employer Contribution	1,516	18,187
Gratuity*	606	7,275
Mediclaime Premium	365	4,380
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Cost to Company (A+B+C)	23,537	282,442

*Gratuity to be payable on successful completion of 5 years as per Payment of Gratuity Act.

Note: All the above components will be governed by the company policy and tax liability if any will be on account of the employees.

For Kiwi Technologies India Pvt. Ltd.

ACCEPTED

Rehan Abdi

Senior Manager – Talent Acquisition


Principal
Bhonscharya College of Engg.
Farrukh Nagar - 125600

<This is a computer generated document and does not required any signature>

Admission Dronacharya Group of Institutions

From: Rehan Abdi <rehan.abdi@kiwitech.com>
Sent: Monday, November 14, 2022 3:48 PM
To: TPO
Cc: principal@ggnindia.dronacharya.info; Harish Singh Nayal; Prakash Chand Singh
Subject: Re: KiwiTech Online Test - Rescheduled for 16th October at 12 pm (Sunday)
Attachments: image001.png

Follow Up Flag: Follow up
Flag Status: Flagged

Hi Renu,

I hope you are doing well.

I'm sharing with you the following results after the interviews: Out of the 29 candidates who were shortlisted, 12 were chosen. Please note that we'll roll out the offers to the successful candidates starting next week.

Here are the lists, along with their current status:

#	Name	Email Address	Group
1	Satish Kumar	satish.14096@gnindia.dronacharya.info	KiwiTech - Assessment Test - Dronach
2	Shivam Kumar Rai	shivamrai1620@gmail.com	KiwiTech - Assessment Test - Dronach
3	Shyam Babu Jayswal	shyambabu_jayswal@yahoo.com	KiwiTech - Assessment Test - Dronach
4	Divyanshu Agarwal	divyanshu.14016@gnindia.dronacharya.info	KiwiTech - Assessment Test - Dronach
5	Jatin Kumar	kumar.jatin13905@gmail.com	KiwiTech - Assessment Test - Dronach
6	Abhishek Kumar	abhishekmdb2000@gmail.com	KiwiTech - Assessment Test - Dronach
7	Aditi Paul	aditipaul1973@gmail.com	KiwiTech - Assessment Test - Dronach
8	Chandani Yadav	yadavchandani2001@gmail.com	KiwiTech - Assessment Test - Dronach
9	Gaurav Rathi	gauravrathi3412@gmail.com	KiwiTech - Assessment Test - Dronach
10	Mukul Dev Malik	mukulmalik14@gmail.com	KiwiTech - Assessment Test - Dronach
11	Noorkaran Bhanarkar	bnoorkaran@gmail.com	KiwiTech - Assessment Test - Dronach
12	Priyanshi Agrawal	priyanshiagrawal512002@gmail.com	KiwiTech - Assessment Test - Dronach
13	Deepak Dua	deepudua710@gmail.com	KiwiTech - Assessment Test - Dronach
14	Naman Malik	namanmalik21@gmail.com	KiwiTech - Assessment Test - Dronach
15	Parth Narang	parth.delhi98@gmail.com	KiwiTech - Assessment Test - Dronach
16	Rishi Sharma	rishi.22134@ggnindia.dronacharya.info	KiwiTech - Assessment Test - Dronach
17	Varun Sharma	varunsh056@gmail.com	KiwiTech - Assessment Test - Dronach
18	Vridhi Jain	vridhijain0512@gmail.com	KiwiTech - Assessment Test - Dronach
19	Aman Baban Dalvi	dalviaman7@gmail.com	KiwiTech - Assessment Test - Dronach
20	Anil Baidnath Pandit	anilpandit195@gmail.com	KiwiTech - Assessment Test - Dronach
21	Anubhuti Prasad	anubhutiprasad476@gmail.com	KiwiTech - Assessment Test - Dronach
22	Arti Gupta	amishagupta7905@gmail.com	KiwiTech - Assessment Test - Dronach
23	Harsh Sharma	harshsharma0020@gmail.com	KiwiTech - Assessment Test - Dronach
24	Koshal Kumar	koshalahuja111@gmail.com	KiwiTech - Assessment Test - Dronach
25	Kunal	imkunal0306@gmail.com	KiwiTech - Assessment Test - Dronach
26	Lav Rajput	lavrajput048@gmail.com	KiwiTech - Assessment Test - Dronach

27	Rahul Thakral	thakral.rahul0008@gmail.com	KiwiTech - Assessment Test - Dronach
28	Rohit Kumar	rohitiit28@gmail.com	KiwiTech - Assessment Test - Dronach
29	Umashankar Yadav	yumashankar031@gmail.com	KiwiTech - Assessment Test - Dronach

Let me know if you have any questions.

Thanks,

__abdi

Regards,

Syed Abdi, Sr. Manager, Talent Acquisition

Phone: 9818661102 | www.kiwitech.com

<https://youtu.be/7EQ8Km3xT3Y>

https://youtu.be/9Ojx7hVu_b4

<https://youtu.be/UQEJJ49qb6M>

On Tue, Nov 1, 2022 at 4:24 PM TPO <tpo@ggnindia.dronacharya.info> wrote:

Good Evening Sir,

Sincere thanks and gratitude for interviewing and selecting our students.

Looking forward to further details for remaining students.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Rehan Abdi [mailto:rehan.abdi@kiwitech.com]

Sent: Monday, October 31, 2022 1:15 PM

To: TPO

Cc: principal@ggnindia.dronacharya.info

Subject: Re: KiwiTech Online Test - Rescheduled for 16th October at 12 pm (Sunday)

Hi Renu,

This is to let you know that the following candidates have been selected so far. Please hold them as we'll release their offer letters sometime next week. I'll send you further details on the remaining candidates.

#	Name	Contact No.	Email ID	Address/Location	Qualification	College
1	Aditi Paul	8826512667	aditipaul1973@gmail.com	Gurugram	B.Tech-CSE	Dronac
2	Anubhuti Prasad	7217891866	anubhutiprasad476@gmail.com	Gurugram	CSIT	Dronac
3	Deepak Dua	9650949873	deepudua710@gmail.com	Gurugram	B.Tech-CSE	Dronac
4	Divyanshu Agarwal	7520880123	divyanshu.14016@gnindia.dronacharya.info	Gurugram	B.Tech-CSE	Dronac
5	Jatin Kumar	9911588694	Kumar.jatin13905@gmail.com	Gurugram	B.Tech-CSE	Dronac
6	Mukul Dev Malik	8950026149	mukulmalik14@gmail.com	Gurugram	IT	Dronac
7	Naman Malik	9996827384	namanmalik21@gmail.com	Gurugram	B.Tech-CSE	Dronac
8	Noorkaran Bhanarkar	8810546322	bnookaran@gmail.com	Gurugram	B.Tech-CSE	Dronac
9	Vridhi Jain	9780743763	vridhijain0512@gmail.com	Gurugram	CSIT	Dronac

Thanks for your help.

abdi

Regards,

Syed Abdi, Sr. Manager, Talent Acquisition

Phone: 9818661102 | www.kiwitech.com


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125003

<https://youtu.be/7EQ8Km3xT3Y>

https://youtu.be/9Ojx7hVu_b4

<https://youtu.be/UQEJJ49qb6M>

On Sat, Oct 29, 2022 at 6:09 PM Rehan Abdi <rehan.abdi@kiwitech.com> wrote:

Thank you, Renu.

Noted!

__abdi

Regards,

Syed Abdi, Sr. Manager, Talent Acquisition

Phone: 9818661102 | www.kiwitech.com

<https://youtu.be/7EQ8Km3xT3Y>

https://youtu.be/9Ojx7hVu_b4

<https://youtu.be/UQEJJ49qb6M>



Principal

Dronacharya College of Engg.
Farrukh Nagar - 123506

On Sat, Oct 29, 2022 at 6:03 PM TPO <tpo@ggnindia.dronacharya.info> wrote:

Dear Sir,

Greetings!!

Thank you so much for the update.

Please find attached resume for your kind reference. It is requested to please remove the candidature of Shivam Kumar Rai .

Kind Regards

Renu Dua

Dronacharya

From: Rehan Abdi [mailto:rehan.abdi@kiwitech.com]

Sent: Thursday, October 27, 2022 12:32 PM

To: TPO

Cc: principal@ggnindia.dronacharya.info

Subject: Re: KiwiTech Online Test - Rescheduled for 16th October at 12 pm (Sunday)

Hi Renu,

I'm sharing with you the revised sheet of the online test result. There were 135 candidates in total that showed up, and only 29 of them passed the test. Please be aware that if our minimum required number is not reached, we will also take into consideration the applicants who are highlighted in yellow.

Depending on the candidates' availability, our recruitment executive will directly coordinate with them to schedule their interviews. Please share the profiles of these applicants with me.

I appreciate your support.

Thanks,


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

__abdi

Regards,

Syed Abdi, Sr. Manager, Talent Acquisition

Phone: 9818661102 | www.kiwitech.com

<https://youtu.be/7EQ8Km3xT3Y>

https://youtu.be/9Ojx7hVu_b4

<https://youtu.be/UQEJJ49qb6M>

On Mon, Oct 17, 2022 at 2:34 PM TPO <tpo@ggnindia.dronacharya.info> wrote:

Good Afternoon Sir,

Thank you so much for sharing the first round result.

Looking forward to successful hiring process.

Kind Regards

Renu Dua

Dronacharya


Principal
Dronacharya College of Engg.
10/17/2022

From: Rehan Abdi [mailto:rehan.abdi@kiwitech.com]
Sent: Monday, October 17, 2022 12:24 PM
To: TPO
Cc: principal@ggnindia.dronacharya.info
Subject: Re: KiwiTech Online Test - Rescheduled for 16th October at 12 pm (Sunday)

Hi Renu,

Congratulations!

This is to inform you that 97 out of the 135 candidates have been shortlisted to move on. I'm sharing the same in this email.

Depending on their availability, our executives will call the shortlisted individuals for the interview phase. Once we've finished doing all the interviews, I'll let you know the outcome.

Thanks for your participation and best of luck to all the shortlisted candidates.

rehan

Regards,

Syed Abdi, Sr. Manager, Talent Acquisition

Phone: 9818661102 | www.kiwitech.com

<https://youtu.be/7EO8Km3xT3Y>

https://youtu.be/9Ojx7hVu_b4

<https://youtu.be/UQEJJ49qb6M>


Principal
Dronacharya College of Engg.
Fazrukh Nagar - 123509

On Fri, Oct 14, 2022 at 4:38 PM TPO <tpo@ggnindia.dronacharya.info> wrote:

Good Evening Sir,

Thank you so much for your kind support.

Kind Regards

Renu Dua

Dronacharya

From: Rehan Abdi [<mailto:rehan.abdi@kiwitech.com>]

Sent: Friday, October 14, 2022 4:36 PM

To: TPO; principal@ggnindia.dronacharya.info

Subject: KiwiTech Online Test - Rescheduled for 16th October at 12 pm (Sunday)

Hi Renu,

As discussed, I've revised the online test date to 16th October at 12 pm. Please communicate with all the students.

Thanks,

abdi

Regards,


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125603

Syed Abdi, Sr. Manager, Talent Acquisition

Phone: 9818661102 | www.kiwitech.com

<https://youtu.be/7EQ8Km3xT3Y>

https://youtu.be/9Ojx7hVu_b4

<https://youtu.be/UQEJJ49qb6M>

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Principal
Bronsacharya College of Engg.
Farukh Nagar - 123503

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**Principal
Bhambacharya College of Engg.
Farrukh Nagar - 125003**



Friday, 18th November 2022

Varun Sharma

Ward No.- 06, Mohlla Bani Israil,
Jewar, Gautam Buddha Nagar,
U.P.- 203135

8859255633

Varunsh056@gmail.com

Sub: Letter of Intent

Dear Varun,

This is with reference to your application for a suitable employment in our organization. We are pleased to offer you the position as **Trainee** in our organization at an annual compensation of **INR 2,82,442/- (Two Lac Eighty Two Thousand Four Hundred Forty-Two Only)**.

You are required to bring along the following documents at the time of joining with us:

- Proof of Identification (PAN Card(mandatory) & Passport/Voter's ID Card)
- Address Proof (Aadhar Card (mandatory)/Driving License/Rent Agreement/Electricity bill)
- All educational/Professional Certificates & Mark sheets (School & College)
- Latest Form 16, if applicable
- 2 passport size photographs
- Please bring your original documents at the time of joining for verification

You are required to join us on **Tuesday, 3rd January 2023** at 10:00 a.m. sharp at **4th Floor, B-9, Sector 3, Noida 201301, UP** failing which this offer stands withdrawn. You will be in a probationary period for six months, until, **2nd July 2023**.Your formal appointment letter shall be given to you after the completion of your joining formalities.

Please submit the copy of the Accepted Resignation Letter within 36 hours from the issue of LOI, failing which the LOI stands cancelled.

Look forward to a long & meaningful association with you.

Thanking you,

For **Kiwi Technologies India Pvt. Ltd.**

Rehan Abdi

Senior Manager – Talent Acquisition


Principal
Bronacharya College of Engg.
Farrukh Nagar - 123606

<This is a computer generated document and does not required any signature>



Base Compensation Structure

Name: Varun Sharma

Date of Joining: 3rd January 2023

Designation: Trainee

With Effect from: 3rd January 2023

Component Details	Compensation (Monthly)	Compensation (Yearly)
Basic	12,630	151,560
HRA	8,420	101,040
Transport Allowance	NA	NA
Special Allowance	NA	NA
Sub Total A	21,050	252,600
LTA	NA	NA
Conveyance Reimbursement	NA	NA
Telephone Reimbursement	NA	NA
Entertainment Reimbursement	NA	NA
Medical Reimbursement	NA	NA
Sub Total B	0	0
Other Benefits		
Provident Fund-Employer Contribution	1,516	18,187
Gratuity*	606	7,275
Mediclaime Premium	365	4,380
Sub Total C	2,487	29,842
Gross (A+B)	21,050	252,600
Cost to Company (A+B+C)	23,537	282,442

*Gratuity to be payable on successful completion of 5 years as per Payment of Gratuity Act.

Note: All the above components will be governed by the company policy and tax liability if any will be on account of the employees.

For Kiwi Technologies India Pvt. Ltd.

ACCEPTED

Rehan Abdi

Senior Manager – Talent Acquisition


Principal
Bronsacharya College of Engg.
Nagpur - 466003

<This is a computer generated document and does not required any signature>



Friday, 18th November 2022

Vridhi Jain

House No- E10/452/1, Ward No.- 2,
EXT. Basant Vihar, Noorwala Road,
Ludhiana H.O., Punjab- 141001

9780743763

Jvridhi0512@gmail.com

Sub: Letter of Intent

Dear Vridhi,

This is with reference to your application for a suitable employment in our organization. We are pleased to offer you the position as **Trainee** in our organization at an annual compensation of **INR 2,82,442/- (Two Lac Eighty Two Thousand Four Hundred Forty-Two Only)**.

You are required to bring along the following documents at the time of joining with us:

- Proof of Identification (PAN Card(mandatory) & Passport/Voter's ID Card)
- Address Proof (Aadhar Card (mandatory)/Driving License/Rent Agreement/Electricity bill)
- All educational/Professional Certificates & Mark sheets (School & College)
- Latest Form 16, if applicable
- 2 passport size photographs
- Please bring your original documents at the time of joining for verification

You are required to join us on **Tuesday, 3rd January 2023** at 10:00 a.m. sharp at **4th Floor, B-9, Sector 3, Noida 201301, UP** failing which this offer stands withdrawn. You will be in a probationary period for six months, until, **2nd July 2023**. Your formal appointment letter shall be given to you after the completion of your joining formalities.

Please submit the copy of the Accepted Resignation Letter within 36 hours from the issue of LOI, failing which the LOI stands cancelled.


Look forward to a long & meaningful association with you.

Thanking you,

For Kiwi Technologies India Pvt. Ltd.

Rehan Abdi

Senior Manager – Talent Acquisition


Principal
Bronacharya College of Engg.
Farukh Nagar - 123503

<This is a computer generated document and does not required any signature>



Base Compensation Structure

Name: Vridhi Jain

Date of Joining: 3rd January 2023

Designation: Trainee

With Effect from: 3rd January 2023

Component Details	Compensation (Monthly)	Compensation (Yearly)
Basic	12,630	151,560
HRA	8,420	101,040
Transport Allowance	NA	NA
Special Allowance	NA	NA
Sub Total A	21,050	252,600
LTA	NA	NA
Conveyance Reimbursement	NA	NA
Telephone Reimbursement	NA	NA
Entertainment Reimbursement	NA	NA
Medical Reimbursement	NA	NA
Sub Total B	0	0
Other Benefits		
Provident Fund-Employer Contribution	1,516	18,187
Gratuity*	606	7,275
Mediclaime Premium	365	4,380
Sub Total C	2,487	29,842
Gross (A+B)	21,050	252,600
Cost to Company (A+B+C)	23,537	282,442

*Gratuity to be payable on successful completion of 5 years as per Payment of Gratuity Act.


Note: All the above components will be governed by the company policy and tax liability if any will be on account of the employees.

For Kiwi Technologies India Pvt. Ltd.

ACCEPTED

Rehan Abdi

Senior Manager – Talent Acquisition


Principal
Dronacharya College of Engg.
Farukh Nagar - 125003

<This is a computer generated document and does not required any signature>



Greenify, B-27, Third Floor, Sector 132,
Noida, Uttar Pradesh- 201301, India

email@thegreenify.com

26.07.2022

MR RAGHAV GANDOTRA
284/21-B,
FARIDABAD-121001

Dear Raghav Gandotra,

We at Greenify are pleased to inform you that after carefully considering your profile, we have arrived upon a consensus that you can join us as Software Engineer Trainee. We congratulate you on this achievement.

You will join on probationary basis for 2 months that can be increased to one year on the basis of your performance and will be reporting at our Noida office.

The annual starting internship salary for this position is INR Two Lakhs Forty Thousand - ₹ 2,40,000/-to be paid on a annual basis.

Kindly find enclosed all the other details in the annexure with this letter. We lookforward to working with you. We believe your skills and experience is an excellentmatch for our company.

Please confirm your acceptance of this offer by signing and returning this letter by 30.07.2022.

Welcome to the team!

Regards,




(RAHUL SIROHI)
Director
Greenify


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125008

ANNEXURE -A

1. You are expected to report to your duties as from 1st August 2022. Your contract is based on a period of one year and "on the basis of your performance in first 2 months, we may end your probation and offer you permanent position".
2. You will be based initially at the company's corporate office located in Noida.
3. Your roles and responsibilities will be outlined and explained during the first week. Your signature will imply that you fully agree with all the terms and conditions laid out in this contract.
4. You are entitled to a monthly internship salary amounting to ₹ 20,000/- per month.
5. Your working hours shall be from 10:00 A.M to 7:00 P.M (Monday-Saturday).
6. This contract can be terminated:
 1. By either party given a prior 7 working day notice period for employees serving probation period and one month notice period for permanent employees.
 2. By the Employer on grounds of indiscipline or under-performance.
7. Any alterations or amendment to this contract shall be duly communicated in writing taking into consideration both the employer's and employee's views.
8. Employee shall, upon request of the Employer, execute, acknowledge, deliver and file any and all documents necessary or useful to vest in the Employer all of Employee's right, title and interest in and to all such matters.

Employee's Signature


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125005

Admission Dronacharya Group of Institutions

From: Oindrila Chakraborty <OindrilaC@hexaware.com>
Sent: Wednesday, August 10, 2022 5:51 PM
To: tpo@ggnindia.dronacharya.info
Cc: Sougata Sen; Avinash Talreja; Gayathri Radhakrishnan
Subject: Hexaware Technologies || GET Selects 2023 Batch ||
Attachments: image001.png; image002.jpg

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Team,

Greetings from Hexaware Technologies!

Congratulations! We are delighted to inform you that below students from your institute have been selected in our GET - Virtual campus recruitment process – 2023 as on 10th August, 2022.

Note – Results for Candidates whose Technical / HR interviews are pending will be shared post their HR interview completion only

Sl. No.	Student Name	Email	Coll
1	Priyanka Kalaliya	priyayadhuvanshi55@gmail.com	Dronacharya College
2	Yusuf Hasan	yusuf0hasan9@gmail.com	Dronacharya College
3	Chandan Yadav	erchandanyadav7@gmail.com	Dronacharya College
4	Ankesh	ankyinfo47@gmail.com	Dronacharya College
5	Shivam Yadav	shivamrao1902@gmail.com	Dronacharya College

CTC Offered	4,00,000 Per annum
Designation	Graduate Engineer Trainee (GET)

Please treat this as a confirmation of the selection, subject to the candidates strictly meeting the requisite eligibility criteria mentioned during registration for Hexaware Technologies – GET Virtual Campus recruitment process.

Further details on their Letter of Intent will be shared subsequently.

PS: Candidates who are meeting the eligibility for upgrading their offers to the role of **Premier Graduate Engineer Trainee - PGET (CTC - 6 LPA)** will be contacted and upon their interest, they will be subject to further selection process for **PGET (Coding round + Additional Tech / HR Interview)**.

Please note that if the candidate who chooses to appear for Upgradation to **PGET fails to clear the same, he/she will continue to hold the GET offer:**

Warm Regards,



Oindrila Chakraborty
Campus Hiring
Contact: 7980163462
Email: OindrilaC@hexaware.com


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123500

Unbox Your Potential



Please do not print this email unless it is absolutely necessary.

This e-mail communication and any attachments to it are confidential and privileged to Hexaware and are strictly intended only for the personal and confidential use of the designated recipient(s) named above. If you are not the intended recipient of this message, you are hereby notified that any review, dissemination, distribution or copying of this message is strictly prohibited and may be unlawful.

Please notify the sender immediately and destroy all copies of this message along with all attachments thereto.


**Principal
Dronacharya College of Engg.
Farrukh Nagar - 128606**



HIKEEDU
Empowering Professionals

Dear Shaksham Sharma,

21/12/2022

We are glad to have you to be a part of Hike Education Pvt Ltd. As examined in your interview, we are putting you in the position of **Business Development manager** in **Mumbai** starting from **30th January 2023**.

Every individual in the company is working towards the same goal. Rightly said, "The greatest thing in this world is not so much where we stand; it is in what direction we are moving".

The offer of appointment will be given to you on your Date of Joining and is subject to reference check from your previous employer and your being medically fit.

The following documents would be required from your end on your date of joining to process your appointment letter.

- Photocopy of Aadhar and Pan Card.
- Photocopies of 10th and 12th Mark sheets.
- Photocopy of Graduation/ Post Graduation Final Mark sheet/ Degree certificate.
- Photocopy of offer Letter/Appointment Letter that includes Salary Certificate from the previous employer.
- Photocopy of Resignation acceptance / Relieving letter from your previous employer.
- Last 3 Months Salary Slips and Bank Statements.
- Recent passport size photograph- 2 (original)
- Canceled Cheque. (original)
- Double Vaccination Certificate
- NOC (Mandatory)

An Early response to the same is highly appreciated. Look forward to having an amiable Association with you. This LOI is valid for next 24 hours, however if not accepted it will be automatically considered null and void.


gsg

Thanks & Regards,

Mayank Singh

Manager – Human Resources

FOR ANY QUERY THROUGHOUT THE ONBOARDING PROCESS PLEASE CONTACT AT hr@hikeedu.in


Principal
Dronacharya College of Engg.
Farrukh Nagar - 129506



Appointment Letter

Date: 16th November, 2022

Dear Aditya Arya

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Web Developer Intern** in our organization on the following terms and conditions.

Date of Joining: 16th Jan, 2023

Stipend during Internship: Company will offer you a stipend of Rs. 15000/- per month.

Package: Company will offer you the package of 4 LPA. Effective post your graduation & internship completion.

Place/Transfer: Your present place of work will be at Gurgaon, but during the course of the service, you shall be liable to be posted/transferred anywhere to serve any of the Company's Projects or any other establishment in India at the sole discretion of the Management.

Probation/Confirmation: You will be on a probation period of six months. Based on your performance your service will be confirmed with the company in written after the probation period.

Personal Particulars: You will keep us informed of any change in your residential address, your family status, or any other relevant particulars.

Working Days: The regular working days of the Company are from Monday to Friday. However, if there is a need then the company can ask you work on Saturdays as well.

Restriction on Personal Use: The use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, working time of the company for any personal use.

Appraisals: You are eligible for yearly appraisals depending upon you and your company's performance.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



official.manojsharma79@gmail.com



Platinum Tower, 169, First Floor, Spaze, Badshahpur Sohna Rd Hwy,
Sector 47, Gurugram, Haryana 122018



During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in-kind or otherwise, without the prior written permission of the Company.

1. You must acknowledge that you are accepting the pre-placement offer for full-time employment at the company along with the full-time internship.
2. You will keep Joshi & Sons Hospitality informed regarding your college examination schedules to avoid any last minute work hampers. You will not be taking part in other competitive examinations, apart from the college academics, which will impact & lessen the working hours at Joshi & Sons Hospitality.
3. You will manage your college classes on your own or either by taking a non-obligation certificate (NOC) from your college to devote full working time at Joshi & Sons Hospitality.
4. You will not be entitled to any documentation process from the company's end if you break the agreement or leave the organization before the mentioned employment tenure. The documentation process may include your exit documents like the experience certificate, reference letter, or other employment proofs, etc.
5. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
6. You will be required to maintain utmost secrecy in respect of Project documents, commercial offers, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark, and Company's Human assets profile.
7. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
8. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged, or made public by you even thereafter. You can not disclose any information of the company like any data, project plan, or any other information, even after you leave the company. If done so, the company can or will take legal action against you.
9. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of the reason of any of the acts or omission the company shall be entitled to recover the damages from you.
10. You will not accept any present, commission, or any sort of gratification in cash or kind from any person, party or firm or Company having to deal with the company and if you are offered any, you

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should immediately report the same to the Management.

11. This appointment letter is being issued to you based on the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

12. You will be responsible for the safekeeping and return in good condition and order of all Company properties/assets/documents/digital assets, which may be in your use, custody or charge.

13. **Security:** Disciplinary Process for Breach of Security: Any breach in security as per information security policy will be taken seriously by the Company. An immediate Supervisor will report such breach to HR. Depending on the severity of the incident, disciplinary measures like a verbal or written warning or temporary suspension or termination may be followed.

14. **Non-Disclosure Agreement:** You are required to sign the non-disclosure agreement as part of the Company's guidelines. "Confidential Information" means information or material that is commercially valuable to Company and not generally known or readily ascertainable in the industry. This includes technical information concerning Company's products and services, including product know-how, formulas, designs, devices, diagrams, software code, test results, processes, inventions, research projects and product development, technical memoranda and correspondence. You are also not allowed to disclose your salary to your peers within or outside the organization, evidence of any such act can lead to immediate termination.

15. Termination of Service:

(i) The employee can terminate this employment by serving a notice of **90 days**. If you fail to serve your complete notice period then you need to pay the organization a recovery amount of **INR 1Lac**. The buyout option can be made available depending upon the project dependencies. The organization can break the employment anytime without giving any formal notice or notice pay.

NOTE: This clause will be applicable post your full-time employment effective date only. Before this, the employee can't put any notice period during the internship and they need to adhere to the Employment Tenure Agreement clause during their stay at the company.

(ii) **Employment Tenure Agreement:** You must acknowledge that while accepting the offer, you are accepting the full-time employment (pre-placement offer) at Joshi & Sons Hospitality. You will not be allowed to leave the company before your full time employment effective date. Not adhering to the agreement will be subject to a legal breach of contract. Joshi & Sons Hospitality reserves the right to take action legally.

(iii) Integrity issues such as proxy attendance, giving confidential information to competitors or unauthorized members, submitting any false declarations, engaging oneself in any business/dual Employment (full time/ part-time) elsewhere without Company's knowledge or being involved in any such activities which are detrimental to the Company's interest would lead to termination.

16. **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.


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Your salary details are strictly private and confidential and details in this letter should not be disclosed and discussed with others.

The above terms and conditions are based on the company'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 the company as shall be in force from time to time.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We congratulate you and welcome you to The Joshi & Sons Hospitality family and look forward to a fruitful collaboration and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards our goal. We assure you of our support for your professional development and growth.

With best wishes,

For, Joshi & Sons Hospitality
Head-HR

I have carefully read and understood the terms and conditions of my assignment outlined herein as above. I agree to abide by the terms and conditions mentioned above and I affix my signature to signify my acceptance

Aditya arya


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Internship Offer letter


September 12, 2022

Dear Piyush Garg,

Juspay Technologies Private Limited ("Juspay.in"/ "The Company") is pleased to offer you an internship opportunity. You are expected to report on **05-January-2023** and your work location will be Bangalore. This offer is subject to the Standard Terms and Conditions of internship at Juspay.in.

Standard Terms and Conditions:

1. During the period of your internship with the Company, you will be designated as **Software Development Engineer Intern**.
2. Along with academic credits, you will also be paid a stipend of **INR 40,000(Forty Thousand Only)** per month for your internship. No additional benefits will be borne by the Company during the course of your internship program. Tax Deducted at Source (TDS) will be deducted as per government guidelines for which TDS certificates will be issued on quarterly basis.
3. You will be interning with the Company for a minimum period of **6 months starting from 05-January-2023**. Your work schedule will be approximately **40 (forty) hours per week** which may be extended according to the discretion of your reporting Manager. You may be required to work as may be required for completion of assigned task/ duties. You are required to work competently to meet the Company's standard conduct of business. Your duties and assignments for this position will be those described to you in your orientation with Vimal Kumar.
4. As an intern of the Company, you will be expected to abide by the Company's rules and standards which will be communicated to you at the time of joining and subsequently, as and when modified. You will also be governed by the statutory laws enacted by the Central or State Government or local authorities as may be applicable to you from time to time.
5. You may not discontinue the internship at any time for any reason other than with explicit written consent of the Company. Juspay.in, may request you to discontinue the internship if you do not comply with the code of conduct stipulated by the Company from time to time, for violation of any of the representations made by you and/or any other breach of terms of the internship program which may be provided by the Company from time to time. The Company may at its sole discretion choose to offer you with employment basis your performance during the internship.
6. As an intern, you will not be a company employee. Therefore, you will not receive a salary, wages, or other compensation other than the stipend mentioned explicitly. In addition, you will not be eligible for any of the employee benefits that company employees are entitled to, including, but not limited to, health insurance, vacation or sick leave, paid holidays, or participation in Juspay's employee welfare plan.

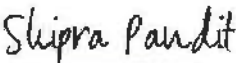

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7. During your internship you may come across confidential business information. By accepting this internship offer, you acknowledge that you adhere to our confidentiality and proprietary right policy. In addition, you will be required to sign and comply with Confidential Information and Invention Assignment Agreement with the Company.
8. The Confidential Information and Invention Assignment Agreement requires, among other provisions the assignment of IP rights to the Company in any invention made during your internship at the Company and provision for non-disclosure or misappropriation of the Company's proprietary information.
9. Upon conclusion of your internship with the Company you are required to return all company-owned property, equipment, and documents, including electronic mail and/or other information.
10. And adhere to such terms and conditions appended to this document from time to time.

We look forward to working with you at Juspay.

Yours Sincerely,

For and on behalf of Juspay Technologies Private Limited

DocuSigned by:

5AAE054D3BE14DB...

Shipra Pandit

HR Director

Acceptance of Internship Offer

I understand and accept the Internship Offer along with terms and conditions, set forth herein by signing at the end of this document and here under.

Candidate Signature

Name

Place and Date

Address


Principal
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Farrukh Nagar - 125008



Appointment Letter

Date: 16th November, 2022

Dear Aditya Arya ,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Web Developer Intern** in our organization on the following terms and conditions.

Date of Joining : 16th Jan, 2023

Stipend during Internship: Company will offer you a stipend of **Rs. 15000/-** per month .

Package: Company will offer you the package of **4 LPA**. Effective post your graduation & internship completion.

Place/Transfer: Your present place of work will be at Gurgaon, but during the course of the service, you shall be liable to be posted/transferred anywhere to serve any of the Company's Projects or any other establishment in India at the sole discretion of the Management.

Probation/Confirmation: You will be on a probation period of six months. Based on your performance your service will be confirmed with the company in written after the probation period.

Personal Particulars: You will keep us informed of any change in your residential address, your family status, or any other relevant particulars.

Working Days: The regular working days of the Company are from Monday to Friday. However, if there is a need then the company can ask you work on Saturdays as well.

Restriction on Personal Use: The use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, working time of the company for any personal use.

Appraisals: You are eligible for yearly appraisals depending upon you and your company's performance.


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During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in-kind or otherwise, without the prior written permission of the Company.

1. You must acknowledge that you are accepting the pre-placement offer for full-time employment at the company along with the full-time internship.

2. You will keep Joshi & Sons Hospitality informed regarding your college examination schedules to avoid any last minute work hampers. You will not be taking part in other competitive examinations, apart from the college academics, which will impact & lessen the working hours at Joshi & Sons Hospitality.

3. You will manage your college classes on your own or either by taking a non-obligation certificate (NOC) from your college to devote full working time at Joshi & Sons Hospitality.

4. You will not be entitled to any documentation process from the company's end if you break the agreement or leave the organization before the mentioned employment tenure. The documentation process may include your exit documents like the experience certificate, reference letter, or other employment proofs, etc.

5. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

6. You will be required to maintain utmost secrecy in respect of Project documents, commercial offers, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark, and Company's Human assets profile.

7. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

8. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged, or made public by you even thereafter. You can not disclose any information of the company like any data, project plan, or any other information, even after you leave the company. If done so, the company can or will take legal action against you.

9. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of the reason of any of the acts or omission the company shall be entitled to recover the damages from you.

10. You will not accept any present, commission, or any sort of gratification in cash or kind from any person, party or firm or Company having to deal with the company and if you are offered any, you


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should immediately report the same to the Management.

11. This appointment letter is being issued to you based on the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

12. You will be responsible for the safekeeping and return in good condition and order of all Company properties/assets/documents/digital assets, which may be in your use, custody or charge.

13. **Security: Disciplinary Process for Breach of Security:** Any breach in security as per information security policy will be taken seriously by the Company. An immediate Supervisor will report such breach to HR. Depending on the severity of the incident, disciplinary measures like a verbal or written warning or temporary suspension or termination may be followed.

14. **Non-Disclosure Agreement:** You are required to sign the non-disclosure agreement as part of the Company's guidelines. "Confidential Information" means information or material that is commercially valuable to Company and not generally known or readily ascertainable in the industry. This includes technical information concerning Company's products and services, including product know-how, formulas, designs, devices, diagrams, software code, test results, processes, inventions, research projects and product development, technical memoranda and correspondence. You are also not allowed to disclose your salary to your peers within or outside the organization, evidence of any such act can lead to immediate termination.

15. Termination of Service:

(i) The employee can terminate this employment by serving a notice of **90 days**. If you fail to serve your complete notice period then you need to pay the organization a recovery amount of **INR 1Lac**. The buyout option can be made available depending upon the project dependencies. The organization can break the employment anytime without giving any formal notice or notice pay.

NOTE: This clause will be applicable post your full-time employment effective date only. Before this, the employee can't put any notice period during the internship and they need to adhere to the Employment Tenure Agreement clause during their stay at the company.

(ii) **Employment Tenure Agreement:** You must acknowledge that while accepting the offer, you are accepting the full-time employment (pre-placement offer) at Joshi & Sons Hospitality. You will not be allowed to leave the company before your full time employment effective date. Not adhering to the agreement will be subject to a legal breach of contract. Joshi & Sons Hospitality reserves the right to take action legally.

(iii) Integrity issues such as proxy attendance, giving confidential information to competitors or unauthorized members, submitting any false declarations, engaging oneself in any business/dual Employment (full time/ part-time) elsewhere without Company's knowledge or being involved in any such activities which are detrimental to the Company's interest would lead to termination.

16. **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 the company.

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Your salary details are strictly private and confidential and details in this letter should not be disclosed and discussed with others.

The above terms and conditions are based on the company'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 the company as shall be in force from time to time.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We congratulate you and welcome you to The Joshi & Sons Hospitality family and look forward to a fruitful collaboration and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards our goal. We assure you of our support for your professional development and growth.

With best wishes,

For, Joshi & Sons Hospitality
Head-HR

I have carefully read and understood the terms and conditions of my assignment outlined herein as above. I agree to abide by the terms and conditions mentioned above and I affix my signature to signify my acceptance

Aditya arya

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Offer cum Employment Agreement

September 12, 2022

Dear Piyush Garg,

Thank you for showing interest in working for our organization. Having successfully passed the interviews, we are pleased to offer you a position with Juspay Technologies Private Limited. It is my pleasure to extend the following offer of employment to you on behalf of Juspay. If you accept this Offer you will be designated as "Associate Software Development Engineer" and you will join us at our Bangalore office.

This Offer will be subject to the execution of the Agreement and the Proprietary Information and Invention Agreement. Your employment with the Company will also be governed by the policies, rules and guidelines of the Company as may be formulated by the Company from time to time.

The overall CTC offered to you is **INR 27,00,000 Per Annum (Twenty Seven Lakhs Only)**. Detailed break up of the CTC is available in the Agreement, and has been annexed as Annexure - 1 hereto.

This Offer with Juspay is subject to the successful verification of information provided by you.

By accepting this Offer you are also confirming that: -

1. You have terminated your employment with your previous employer (if any), in compliance with their terms and conditions;
2. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up a position with this Company;
3. Juspay is not liable for any past dues owed by you as part of termination of any previous employments;
4. You are not bringing in any Intellectual Property that you do not have sole ownership of.

This Offer will be valid for 1 week from the date of this letter. If this Offer is acceptable to you, please convey your acceptance to the Company by (a) email or telephone; and (b) providing a signed copy of this Offer letter by post or email. If we do not hear back from you within a period of 2 weeks from the date of this Offer, this Offer will be deemed cancelled and we are not obliged to hold the position open for you.

If you accept this Offer, you are required to join on **July 06, 2023**. It is clarified that your joining will be subject to the execution of the Agreement and the Proprietary Information and Invention Agreement. If you are unable to report on the Joining Date, you are requested to inform the Company in writing of the delay.

The following documents are required to be produced at the time of joining the Company. Please provide originals and self-attested Xerox copies; originals will be returned after verification.

1. Relieving Letter from all your previous employers;
2. Salary slip or salary certificate from most recent employer;
3. Experience Certificate from all previous employers;
4. Proof of Academic Qualification (Class 10th Equivalent and above);
5. Proof of identity i.e. PAN card, driving license, Electoral card;
6. Photographs (3 copies).

Juspay Technologies Pvt Ltd
No.:444, Station Business Center, 18th Main, 6th Block, Koramangala, Bangalore, Karnataka
India-560095. Tel - +91- 080 - 40959660 ; Email ID : info@juspay.com, Website: www.juspay.com

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Farrukh Nagar - 125008



We take great pleasure in welcoming you to the Company and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit. We hope you will find this Offer acceptable and wait to welcome you to the Juspay family.

For Juspay Technologies Private Limited
Vimal Kumar, Director

Acceptance of Offer

I understand and accept the Offer along with terms and conditions, and annexure(s) set forth herein by signing at the end of this document and here under.

Candidate Signature

Name

Place and Date

Juspay Technologies Pvt Ltd
No.:444, Stallion Business Center, 18th Main, 6th Block, Koramangala, Bengaluru, Karnataka,
India-560095. Tel - +91- 080 - 40959660 ; Email ID : info@juspay.in, www.juspay.in

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Annexure 1
EMPLOYMENT AGREEMENT

This contract of employment ("Agreement") is made and entered into between Juspay Technologies Private Limited ("Company"), with its place of business at No. 444, Stallion Business Centre, 18th Main, 6th Block, Koramangala, Bengaluru, Karnataka - 560095, India and, "Piyush Garg" an individual. You are required to initial all pages and sign at the end of this document to signify your acceptance of the terms contained under this Agreement.

1. Commencement and Terms of Employment

a. Your effective date of employment will be **July 06, 2023** ("Effective Date").

b. You agree that you will at all times faithfully, industriously, and to the best of your skill, ability, experience and talent, perform all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with this Agreement, all company policies, procedures, rules and regulations, both written and oral, as are announced by the Company, from time to time. It is also understood and agreed to by you that your assignment, duties and responsibilities and reporting arrangements may be changed by the Company, in its sole discretion, without causing termination of this Agreement. This Agreement provides a summary of the main terms and conditions of your employment with the Company. You will be required to comply with Company policies and procedures with respect to reimbursement claims, Leave & Holidays, Sexual Harassment, Use of Technology and such other policies as the Company may bring into effect during anytime of your employment.

2. Place of Posting and Assignment: Your regular place of work will be Bangalore, India. However, you may be required to travel to other places for induction, training or for other official purposes.


3. Probation: You will initially be on probation for a period of six months from your date of joining. Based on satisfactory performance, you will be considered and confirmed at the end of six months unless otherwise communicated. During the probation period you will be eligible for select benefits.

4. Compensation:

- (a) Your CTC will be **INR 16,00,000 per Annum (Sixteen Lakhs Only)** The CTC is payable subject to deductions under applicable laws, including without limitation the usual deductions for taxation. You will find the detailed break-up of your CTC in Annexure 1 hereto. Your CTC may be varied by the Company from time to time at the sole discretion of the Company.
- (b) You will receive a **relocation bonus upto INR 1,00,000 (One Lakh only)**. The relocation bonus will be credited in 1st month payroll of completion of employment at Juspay and if relocated. The relocation bonus should be refunded back to Juspay in case, you decide to terminate the employment at Juspay within tenure of 1 year.
- (c) You will also receive a **retention bonus of INR 8,00,000 (Eight Lakh only)**. The retention bonus will be paid annually in equal instalments over 4 years (Rs. 2lac /year).
- (d) You will receive **benefits worth INR 2,00,000 (Two Lakh only)**, detailed in Annexure - 1-A.

5. Incentives and Benefits: The Company may grant you bonus, royalty, commission, and/or any other incentive, at its sole discretion. You shall also be entitled to receive benefits applicable generally to the Company's employees (including without limitation coverage under a health insurance for employees, etc.) and other benefits provided to persons at the same level as you.

Juspay Technologies Pvt Ltd
No.:444, Stallion Business Center, 18th Main, 6th Block, Koramangala, Bengaluru, Karnataka.
India-560095. Tel - +91- 080 - 40959660 ; Email ID : info@juspay.in. Website: juspay.in


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6. Past Record: If any declaration given or information furnished by you in the form of degree certificates or other documents to the Company is false and/or if you have willfully suppressed any material information, you may be removed from services without any notice or compensation in lieu, any time after the joining date.

6.1 Background Checks: You agree that before or after your joining of the services, Company shall have right to conduct a background check including but not limited to checks about past employment, education, criminal records and any other information as it deems fit. The Company reserves the right to withdraw any offer of employment or terminate your appointment immediately without any liability against you, should the result of your background investigation be found negative and/or if the result shows any discrepancy.

7. Termination:

- A. Your employment with the Company is at will and is not for a specified term. During the period of probation, the Company can terminate your employment by giving a written notice or salary in lieu of 14 days. On confirmation, this period shall be 30 days. However, in the event of gross misconduct or breach of the terms and conditions, the Company is entitled to terminate your employment with immediate effect. In this case the Company may offset and/or withhold any payment made or due to you.
- B. **Notice Period:** In case you wish to terminate or formally resign from the employment with the Company you must serve a 60 days' notice period in writing to the Company. The Company may, at its sole discretion relieve you in less than 60 days, i.e. the stipulated notice period. Company may at its discretion permit you to (a) adjust vacation adjusted to the part of notice period (b) Pay the CTC in lieu of serving the requisite notice period prior to resignation.

The Company reserves the right to terminate your employment at any time without providing any notice for any of the reasons listed below:

- Misrepresentation by you ;
- Omission to state or suppression of any material fact by you,
- You are found to be charged or convicted of any criminal, subversive or immoral activity;
- Your indulgence in financial irregularities,
- Your failure to furnish relieving/experience letter or any other documentary proof from previous employer to evidence your transition/separation from the previous employer to the reasonable satisfaction of the Company;
- Negligence, misconduct in the carrying out of your duties or obligations,
- Failure to perform your duties or obligations
- any act or omission that brings the Company into disrepute or adversely impacts the organizational culture or business relationships of the Company;
- Your breach of this Agreement, company policies or any further official communication from the Company;
- If you are absent from your duties without prior written permission or notification for 7 (seven) consecutive workdays.

- C. **Consequences of Termination.** In the event of termination of this Agreement for any reason whatsoever, you will do the following:

Juspay Technologies Pvt Ltd
No.:444, Stallion Business Center, 18th Main, 6th Block, Koramangala, Bengaluru, Karnataka
India-560095. Tel - +91- 080 - 40959660 ; Email ID : info@juspay.in Website: www.juspay.in

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- a. handover charge to such person or persons as may be nominated by the Company in that behalf;
- b. surrender to the management of the Company or any person nominated/authorized by it, all confidential information and property owned by the Company and which is in your possession or custody pertaining to or connected with the the Company or any subsidiary, associate or affiliate of the Company;
- c. you shall duly certify in writing that (i) all confidential information and all properties belonging to the Company have been duly returned to the Company; and (ii) you acknowledge that you are not entitled to any severance upon termination of your employment and that except the unpaid remuneration for that particular month you have no claims against the Company and waive any claim you had or may have had against the Company.

8. Workplace Ethics: You will conform to industry standard Code of Business Conduct and comply with the policies and procedures laid down in the Company and communicated to you from time to time. These include guidelines on dual employment policy, leave policy, information technology policy, workplace harassment policy amongst others. You will maintain a professional work culture in the organization in terms of attire, company property maintenance and use.

9. Anti Bribery: You shall, at all times, fully comply with the Anti-Corruption Laws. "Anti-Corruption Laws" shall mean the U.S. Foreign Corrupt Practices Act of 1977, as amended ("FCPA"), the U.K. Bribery Act, 2010, as amended, and the rules and regulations thereunder and the Prevention of Corruption Act, 1988 ("PCA"), as amended, and any similar applicable laws, rules, or regulations to which the Employee is subject that (i) prohibits improper payments to any foreign or domestic government officials to obtain or retain business or otherwise procure a competitive advantage; and/or (ii) relates to, without limitation, using any corporate funds for any unlawful contribution, gift or entertainment, and making any bribe, rebate, payoff, kickback or other unlawful payment. You hereby represent that you have never been the subject of any investigation or inquiry by any Governmental Body with respect to potential violations of Anti-Corruption Laws.

10. Confidentiality: You shall not disclose any confidential information of the Company, trade secrets or know-how to any entity or any other third Party. You shall observe and abide by all the terms of the Proprietary Information and Invention Agreement attached as Annexure 2. Breach of any of the terms provided therein, will lead to immediate termination of your employment, in addition to pursuing any other remedies that the Company may have.

11. Public/Media Representation: You shall not interact with media for any disclosure of findings or any information publicly or otherwise discuss or make any reference to Company and/or its products, software, technology, systems, services including in any promotional or marketing material or in any press release or other public interactions, announcement or advertisement, in any form or manner, without Company's prior written consent. You shall refrain from posting any content about the Company on any social media platform unless authorized by the Company. This includes using company social media handles for tagging any content/articles which is not in public domain or which is not verified by the Company.

12. Vacation Policy: You are eligible for 18 days of privilege/earned leave every calendar year (January to December) and 12 days of sick/casual leave every calendar year (January to December).

If you are employed for a portion of the year, this number is adjusted downwards accordingly and rounded up to the next whole number.

Unused sick/festival leaves will get lapsed at the end of each calendar year.

13. Office hour policy: 5 day work weeks. Work timings shall start not later than at 9.00 AM and you shall be required to work for eight (8) hours per day.

14. Non-compete clause: You shall not during the term of this Agreement, engage, directly or indirectly, either personally or through an agent, company or through a partnership or as a shareholder, employee, consultant, advisor, principal contractor or sub-contractor, director, or agent or in any other manner whatsoever, whether for profit or otherwise, in any business which competes with the business of the Company or which is a direct competitor of the Company. This clause shall also be applicable for a period of [6 months] from the date of termination of this Agreement, for any reason whatsoever. You agree and acknowledge that no separate non-compete fees is payable to you, and the consideration for the non-compete restriction contained herein is deemed to have been received under this Agreement. You also acknowledge the receipt and sufficiency of such consideration received towards the non-compete restriction contained herein.

15. Non-Solicitation: During the term of your employment and for one (1) year thereafter, you will not encourage or solicit any employee of the Company to leave the Company for any reason or to accept employment with any other Company. As part of this restriction, you will not interview or provide any input to any third party regarding any such person during the period in question. However, this obligation shall not affect any responsibility you may have as an employee of the Company with respect to the bona fide hiring and firing of Company personnel.

16. Non Disparagement : You agree and covenant that you will not at any time directly or indirectly, make, publish or communicate to any person or entity or in any public forum any defamatory , maligning or disparaging remarks, comments, or statements concerning the Company or its businesses including but not limited to its products and services, or any of its employees, clients, vendors, officers, shareholders, members or advisors, or any member of the Board. In case of a breach, the company reserves the right to seek injunctive relief from a competent authority. However, nothing contained herein shall limit your obligation to give truthful testimony to a court or governmental agency, when required to do so by a court order, law or administrative regulation.

17. No Consultancy: You agree to devote all your business time and attention to the business and affairs of the Company and shall make best endeavors in promoting the Company's interests. You further agree that, during your employment with the Company, you will not provide consulting services to or become an employee of, any other firm or person whether engaged in a business in any way competitive with the Company or not, without first informing the Company of the existence of such proposed relationship and obtaining the prior written consent of your reporting manager and the human resource manager responsible in the Company.

18. Conflict of interest Disclosure: You hereby confirm that you have fully disclosed to the Company, all of your interests including business interests, whether or not they are similar to or are in conflict with the business or activities of the Company and further confirm that you have also disclosed all circumstances which or which may result in conflict of interest between Company and you (which includes your relatives for this Clause)

You agree to disclose, fully to the Company, any such said interest or circumstances that may subsequently arise during your employment immediately upon arising of such interest or circumstances .

19. You agree that you are employed on an "at-will" basis. This means that you have the right to resign and the Company has the right to terminate your employment at anytime for any reason with or without cause. You further agree that this term of this Agreement can only be modified by the Company and shall be duly executed by you and the Company.



20. Governing Law and Dispute Resolution. This Agreement shall be governed by the laws of India. You agree that the courts in Bangalore, Karnataka shall have exclusive jurisdiction in the event of any and all disputes that you have with the Company which arise out of your employment or under the terms of your employment.

21. If one or more provisions of this Agreement are held to be unenforceable under applicable law, such provisions shall be excluded from this Agreement and the balance of the Agreement shall be interpreted as if such provisions were so excluded and shall be enforceable in accordance with its terms.

22. You hereby authorize the Company to notify your new employer about your rights and obligations under this Agreement following the termination of your employment with the Company.

23. This Agreement read with the Proprietary Information and Invention Agreement and the ESOP Plan sets forth the entire agreement and understanding between the Company and you relating to the subject matter herein and merges all prior discussions, including but not limited to any and all statements made by any officer, employee or representative of the Company regarding the Company's financial condition or future prospects. You understand and acknowledge that, except as set forth in this Agreement read with the Proprietary Information and Invention Agreement (i) no other representation or inducement has been made to you, (ii) you have relied on your own judgment and investigation in accepting the employment with the Company, and (iii) you have not relied on any representation or inducement made by any officer, employee or representative of the Company.

24. Applicability of Company Policies. Juspay 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, code of conduct, ESOPs Grant policy ,organizational policies, sexual harassment policy 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 the terms of this letter, in case of any contradiction.

25. Modification. No modification of or amendment to this Agreement, nor any waiver of any rights under this Agreement, will be effective unless in writing signed by both the Parties. You understand and agree that any subsequent change or changes in your role, duties, salary or compensation will not affect the validity or scope of this Agreement.

26. This Agreement shall be effective as of the first day of your employment with the Company and shall be binding upon you, your heirs, executor, assigns, and administrators, and shall inure to the benefit of the Company, its subsidiaries, successors and assigns.

27. This Agreement along with the Proprietary Information and Invention Agreement attached as Annexure 2 to the offer letter supersedes any oral communications, commitments made by the company representatives in any of the clauses mentioned above.

28. Notice. Any notice or other communication to be given by either party to the other pursuant to this Agreement shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address set out below) or 5 (five) days after being dispatched in the post, postage prepaid, by registered mail to such party at its address or facsimile number specified herein or at such other address or facsimile number as such party may hereafter specify for such purpose.

Juspay Technologies Pvt Ltd
No.:444, Stallion Business Center, 18th Main, 6th Block, Koramangala, Bengaluru, Karnataka
India-560095. Tel - +91- 080 - 40959660 ; Email ID : info@juspay.com


Principal
Dharmacharya College of Engg
Farukh Nagar
125006

The addresses, email address and fax numbers of the parties for the purpose of notices are as follows:

(a) To Employee :

Employee Name	Piyush Garg
E- Mail	infinity_4321-hrearth@yahoo.com

(b) To Company :

Attention	Vimal Kumar
Company	Juspay Technologies Pvt Ltd
Address	No. 444, Stallion Business Centre, 18th Main, 6th Block, Koramangala, Bengaluru Karnataka - 560095, India.
Email	vimal.kumar@juspay.in


A party may change or supplement the addresses given above, or designate additional addresses, for purposes of this clause 28, by giving the other party written notice of the new address in the manner set forth above.

29. Survival. Clauses 14, 15, 16 (Non-compete , Non-solicitation and Non Disparagement Obligations), Clause 10 (Confidentiality), Clause 28 (Notices) and Clause 20 (Governing Law & Dispute Resolution) shall survive termination of this Agreement.

IN WITNESS WHEREOF, the Parties have entered into this Agreement on the day and year first above written:

Signed & delivered for and on behalf of the)
within named Company by its Authorized)
Representative)

Vimal Kumar, Director)
)



Signed and delivered by the within named)

Piyush Garg)

Juspay Technologies Pvt Ltd
No.:444, Stallion Business Center, 18th Main, 6th Block, Koramangala, Bengaluru, Karnataka,
India-560095. Tel - +91- 080 - 40959660 ; Email ID : info@juspay.in, Website: www.juspay.in



ANNEXURE - 1-A

CTC Break-Up

Part (A)	Per Annum	Per Month
Basic	8,00,000	66,667
House Rent allowance	3,20,000	26,667
Flexible Benefit Plan	4,19,920	34,993
Employer's contribution to PF	21,600	1,800
Gratuity	38,480	3,206
Total earnings (A)	16,00,000	1,28,327
<u>Less: Deduction per month:</u>		
Employees contribution to PF	21,600	1,800
Professional tax	2,400	200
Tax deducted at source *		-
Total Deduction (B)	24,000	2,000
Net take home (C= A-B)		1,26,327
Part (D)		
Relocation Bonus **(Please refer to the notes)	1,00,000	
Retention Bonus **(Please refer to the notes)	8,00,000	
Benefits** (Please refer to the notes)	2,00,000	
Total Part (D)	11,00,000	
Total Compensation	27,00,000	
* Based on total income at applicable income tax rates		

Notes**

1. Gratuity amount will be payable only after successful completion of 5 years based on the last drawn CTC as per the Payment of Gratuity Act,1972.
2. Relocation Bonus (one time) to be paid after completion of one month if relocated.
3. Retention Bonus to be paid annually in equal installments over 4 years.
4. Benefits include :
 - o Group medical health insurance for self and dependent family members
 - o Daily 3 time meals, tea/coffee & snacks
 - o Extra for Books and Software
 - o Professional Development
5. Net take home amount includes the standard deduction of employee PF contribution & Professional tax.
6. IT deduction will solely be based on the Investments declaration & tax regime opted as per the IT act.
7. Employees is eligible to select components from FBP, to avail further tax incentives.

Juspay Technologies Pvt Ltd

No.:444, Stallion Business Center, 18th Main, 6th Block, Koramangala, Bengaluru, Karnataka, India-560095. Tel - +91- 080 - 40959660 ; Email ID : info@juspay.in, www.juspay.in


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125506
www.juspay.in



Acceptance:

You have read this agreement carefully and you understand and accept the obligations which it imposes upon you without reservation. No promises or representations have been made to you to induce you to sign this agreement. You sign this agreement voluntarily and freely.

You understand and accept the offer along with terms and conditions set forth in the letter of appointment, compensation details and all annexures attached by signing at the end of this document.

Candidate Signature.....

Date.....

Juspay Technologies Pvt Ltd
No.:444, Stallion Business Center, 18th Main, 6th Block, Koramangala, Bangalore
India-560095. Tel - +91- 080 - 40959660 ; Email ID : info@juspay.in ; www.juspay.in


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Dronacharya College of Engg.
Jodhpur, Rajasthan - 342006

Annexure 2

Proprietary Information and Invention Agreement

This Proprietary Information and Invention Agreement (“**Agreement**”) is made and entered into between Juspay Technologies Private Limited (“**Company**”), with its place of business at No. 444, Stallion Business Centre, 18th Main, 6th Block, Koramangala Bengaluru KA 560095 , India and “**Piyush Garg**” an individual (“**you**”). You are required to initial all pages and sign at the end of this document to signify your acceptance of the terms contained under this Agreement.

1. You understand that the Company possesses and will possess Proprietary Information, which is important to its business. For the purposes of this Agreement, “Proprietary Information” shall mean any confidential and/or proprietary information belonging or relating to the Company or its vendors, customers or other third parties including the following (i) Intellectual Property Rights and details regarding the inventions, innovations, works or intellectual property rights, trade secrets, ideas and know-how including the Company Documents And Materials of the vendors, customers or other associates of the Company disclosed to you during the course of your employment with the Company; (ii) information relating to the development, utility, operation, functionality, performance, cost, present and proposed businesses, formulae, ideas, strategies, techniques, policy, data related to employees, present or proposed vendors/customers, research and development, financial statements, budgets and other financial details, business and marketing plans, forecasts, licenses, price lists, quotes, bids, controls, operating procedures, responsibilities, policies and procedures, software programs and files, operating manuals, user manuals, documentation etc; (iii) confidential and proprietary information of third parties, including former, existing or prospective agents, customers, partners, vendors, suppliers or affiliates; (iv) the terms and conditions of this Agreement; and (v) all record bearing media containing or disclosing the above information or techniques, whether identified as “confidential” expressly or not. The term ‘Proprietary Information’ shall not include (a) information that is publicly available through no fault of yours and (b) information disclosed by third parties without any obligation of confidentiality. You understand that your employment creates a relationship of confidence and trust between you and the Company with respect to Proprietary Information.

2. You further, understand that the Company possesses or will possess “Company Documents and Materials” which are important to, its business. For the purposes of this Agreement, “Company Documents and Materials” means Intellectual Property Rights or parts thereof, conceived, developed, or otherwise made by you, alone or jointly with other employees (a) in any way relating to the Company’s business; (b) during the course of your employment with the Company; (c) using tools, resources or materials belonging to the Company; (d) or based on material or information belonging to the Company; whether or not made during the your regular working hours or whether or not made on the Company’s premises.. “Intellectual Property Rights” shall mean any and all intellectual property rights, whether or not filed, registered or recorded and whether now or hereafter existing, filed, issued or acquired in relation to the business of the Company and the Company Documents and Materials including any improvements thereto in any and all parts of the world, including without limitation: (i) patents, patent disclosures, patent rights, know-how, including any and all divisions, re-issues, re-examinations, utility, model and design patents/ rights or any extensions thereof; (ii) rights associated with works of authorships, including without limitation, copyrights, copyright applications, copyright registrations; (iii) rights in trademarks, trademark registrations, and applications therefor, trade names, service marks, service names, logos, or trade dress and corporate names and other source indicators and registrations and applications for registration and foreign counterparts thereof, and the goodwill; (iv) rights relating to the protection of trade secrets and Confidential Information; and (v) internet domain names, internet and world wide web URLs or addresses; (vi) mask work rights, mask work registrations and applications therefore; (vii) all other intellectual property rights anywhere in the world including rights of privacy and publicity, whether or not requiring registration and whether or not such registration has been obtained thereof; (viii) designs

including registrations and applications for registration thereof; (ix) computer software, data and documentation; (x) inventions, trade secrets, know-how, business intelligence and confidential business; (xi) proprietary information, whether patentable or non-patentable and whether or not reduced to practice; (xii) know-how, manufacturing and product processes and techniques, and research and development information, financial, marketing and business data, pricing and cost information, business and marketing plans and customer and supplier lists and information, formulae, algorithms and blue prints and specifications both printed and electronic, manufacture and manufacturer part number, and bill of materials used in the manufacture of the product; and (xiii) copies and tangible embodiments thereof.

3. In consideration of your employment by the Company and the compensation received by you from the Company from time to time, you hereby agree as follows:

a. All Proprietary Information created during the course of your employment with the Company shall be the sole and absolute property of the Company from date of creation thereof. To the extent that the Company Documents and Materials or any portion thereof needs to be assigned to the Company to ensure that the Company is sole and absolute owner thereof, you hereby assign and agree to assign in the future to Company all rights, title, and interest in and to any and all of the portion of the Company Documents and Materials. To the extent permitted by applicable Law, the moral rights in relation to the Company Documents and Materials shall also vest in the Company. To the extent such moral rights cannot be assigned to Company and to the extent the following is allowed by the laws in any country where moral rights exist, you hereby unconditionally and irrevocably waive the enforcement of such moral rights, and all claim and cause of action of any kind against Company or related to Company's customers, with respect to such rights. You further confirm that your legal heirs shall not retain any moral rights in the Company Documents and Materials. You hereby irrevocably appoint the Company as your attorney for the purpose of (a) ensuring that the ownership of the Company Documents and Materials vests in the Company and (b) for the purposes of seeking registration or other statutory protection in relation to the Company Documents and Materials. You acknowledge that the Company has an interest in the agency and that the same may not be terminated to the prejudice of the Company. Termination of your employment shall not result in termination of the agency.

b. At all times, both during your employment by the Company and after its termination, you will keep in confidence and trust and will not use or disclose any Proprietary Information or anything relating to it without prior written consent of an officer of the Company, except as may be necessary in the ordinary course of performing your duties to the Company.

c. You agree to make and maintain adequate and current written records, in a form specified by the Company, of all inventions, trade secrets and works of authorship assigned or to be assigned to the Company pursuant to this Agreement. All Company Documents and Materials shall be the sole property of the Company. You agree that during your employment by the Company, you will not remove any Company Documents and Materials from the business premises of the Company or deliver any Company Documents and Materials to any person or entity outside the Company, except as required to do in connection with performing the duties of your employment. You further agree that, immediately upon the termination of employment for any reason, or during your employment if so requested by the Company, you will return all Company Documents and Materials, apparatus, equipment and other physical property, except only (i) your personal copies of records relating to your compensation; (ii) your personal copies of any materials relating to the business and or work performed; and (iii) your copy of this Agreement.

d. You will promptly disclose in writing to your immediate supervisor, or to such other person designated by the Company, all "Inventions", which includes, without limitation, all software programs or subroutines, source or object codes, algorithms, improvements, inventions, works of authorship, trade secrets, technology, designs, formulas, ideas, processes, techniques, know-practice or developed by you, either alone or jointly with others, during the term of your employment. You agree that all such Inventions which you make, discover, conceive, reduce to practice or develop (in whole or in part, either alone or jointly with others) during your employment shall be sole property of the Company. Further, you will also disclose to the Promoters of the Company all Inventions made, discovered,

conceived, reduced to practice, or developed by you within six (6) months after the termination of your employment with the Company which resulted, in whole or in part, from replication, reverse engineering or re-compiling from your employment with the Company.

e. You acknowledge that the Company shall be the sole owner of all Intellectual Property Rights in connection with Inventions that are the solely designed by the Company or its employee. You further acknowledge and agree that such Inventions, including, without limitation, any computer programs, programming documentations, and other works of authorship, are works made for hire for purposes of the Company's rights under copyright and/or other IP laws. You hereby assign to the Company any and all rights, title and interest you may have or acquire in such Inventions. If in the course of your employment with the Company, you incorporate into a Company product, process or machine a prior Invention owned by you or in which you have interest, the Company is hereby granted and shall have a non-exclusive, royalty-free, irrevocable, perpetual, sub-licensable, worldwide license to make, have made, modify, use, market, sell and distributed such prior Invention as part of or in connection with such product, process or machine.

f. You agree to perform during and after your employment, all acts deemed necessary or desirable by the Company to permit and assist it, at the Company's expense, in further evidencing and perfecting the assignments made to the Company under this Agreement and in obtaining, maintaining, defending and enforcing patents, patent rights, copyrights, trademark rights, trade secret rights or any other rights in connection with such Inventions and improvements thereto and any and all countries. Such acts may include, but are not limited to, execution of documents and assistance or co-operation in legal proceedings, including the perfection of assignment and the prosecution and issuance of patents, patent applications, copyright applications and registrations, trademark applications and registrations or other rights in connection with such Inventions and improvements thereto with the same legal force and effect as if executed by you.

g. You shall keep confidential the Proprietary Information and not disclose the same to any third party or use the same for your benefit or for the benefit (financial or otherwise) of any third party, except as expressly permitted by the Agreement or except with the prior written consent of the Company;

4. Dispute Resolution. All disputes and differences arising out of or in connection with any of the matters set out in this Agreement ("Dispute"), if not resolved by amicable settlement within 30 (thirty) days from the Dispute, shall be finally and conclusively determined by arbitration by a sole arbitrator mutually appointed by the Parties to the dispute, in accordance with the Arbitration and Conciliation Act, 1996, of India, for the time being in force.

- i. The arbitrator/ panel (as the case maybe) shall reach and render a decision in writing with respect to the appropriate award to be rendered or remedy to be granted pursuant to the dispute.
- ii. To the extent practical, decisions of the arbitrator/ panel (as the case maybe) shall be rendered no more than 90 (ninety) days following commencement of proceedings with respect thereto.
- iii. The arbitration shall be conducted in English, and the venue for arbitration shall be Bangalore.
- iv. The arbitrator / panel (as the case maybe) shall be entitled to award costs of the arbitration.

5. Notice. Any notice or other communication to be given by either party to the other pursuant to this Agreement shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal

delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address set out below) or 5 (five) days after being dispatched in the post, postage prepaid, by registered mail to such party at its address or facsimile number specified herein or at such other address or facsimile number as such party may hereafter specify for such purpose. The addresses, email address is the same

as referred in clause 23 of Annexure I. A party may change or supplement the addresses given above, or designate additional addresses, for purposes of this clause (g), by giving the other party written notice of the new address in the manner set forth above.

6. Amendments. Except as set forth herein, no amendment to this Agreement shall be binding unless such amendment or alteration is in writing and is signed by the Company.

7. This Agreement read with the Proprietary Information and Invention Agreement and the ESOP

Plan sets forth the entire agreement and understanding between the Company and you relating to the subject matter herein and merges all prior discussions, including but not limited to any and all statements made by any officer, employee or representative of the Company regarding the Company's financial condition or future prospects. You understand and acknowledge that, except as set forth in this Agreement read with the Proprietary Information and Invention Agreement (i) no other representation or inducement has been made to you, (ii) you have relied on your own judgment and investigation in accepting the employment with the Company, and (iii) you have not relied on any representation or inducement made by any officer, employee or representative of the Company.

8. Employee's representation

You hereby represent, warrant, and confirms that:

- a. You have executed and delivered this Agreement as your free and voluntary act, after having determined that the provisions contained herein are of benefit to you, and that the duties and obligations imposed on you hereunder are fair and reasonable and will not prevent you from earning a comparable livelihood following the termination of your employment with the Company;
- b. You have read and fully understood the terms and conditions set forth herein and the benefits and consequences of entering into this Agreement; and
- c. the execution of this Agreement by you and performance of your obligations, responsibilities and duties hereunder shall not result in the breach of any of your obligations, covenants or undertakings (including any professional, statutory, contractual or fiduciary duties or obligations) to any other Person.

9. Remedies. You acknowledge that the Company will suffer immediate, material, immeasurable, continuing and irreparable damage and may not have adequate monetary remedies if you breach the terms or conditions of this Agreement. You acknowledge that the Company will be entitled to institute and prosecute proceedings in any court of competent jurisdiction to prevent you from violating any contractual or legal obligation or to compel performance of your obligations hereunder. Relief of injunction and/or specific performance shall be in addition to any remedy for damages which the Company may be entitled to.

10. Severability. If one or more provisions of this Agreement are held to be illegal, invalid or unenforceable under Applicable Law, such provision of the Agreement shall be renegotiated in good faith. In the event an enforceable replacement for such provision is possible, then (a) such provision shall be excluded from this Agreement, and (b) the balance of the Agreement shall be interpreted as if such provision were so excluded.

11. Waivers. If the Company shall waive its rights accruing to it, due to breach of any of the provisions of this Agreement, such waiver shall not be construed as continuing waiver of other breaches of the same kind or other provisions of this Agreement. None of the terms of this Agreement shall be deemed to have been waived or altered, unless such waiver or alteration is in writing and is signed by the Company.

12. Governing Law & Jurisdiction. This Agreement shall be governed by and construed in accordance with the laws of India. The courts at Bangalore, India shall have the exclusive jurisdiction on the matters arising from or in connection with this Agreement, without regard to the principles of conflicts of laws.

This Agreement will survive the termination of the employment agreement entered into by you with the Company.

IN WITNESS WHEREOF, the parties hereto have entered into this Agreement on the day and year first above written:

Signed & delivered for and on behalf of the)
within named Company by its Authorized)
Representative)
Vimal Kumar, Director)
)



Signed and delivered by the within named)
Piyush Garg)



Admission Dronacharya Group of Institutions

From: hr <hr@hostbooks.com>
Sent: Monday, December 5, 2022 8:43 PM
To: tpo@ggnindia.dronacharya.info
Cc: Biswaranjan Mishra; Richa Jaiswal; Mohit Yadav; Preeti Bhatt
Subject: Relationship Officer - Intern

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Concern,

Greetings from HostBooks Limited.

Please find below details of selected candidates for the position of Relationship officer – Intern at our Gurugram office.

They all have joined HostBooks Limited on 05th -Dec-2022.

Sr. No	Candidate Name	Contact No.	Profile
1	Nitesh Singh Chauhan	9319418664	Relationship Officer-Intern
2	ADITYA ARYA	9953752224	Relationship Officer-Intern
3	Rahul Kumar	9971348384	Relationship Officer-Intern
4	Monalisa Priyadarshini	9818414388	Relationship Officer-Intern
5	VARUN GAUR	9911922134	Relationship Officer-Intern

We always look forward to have long & professional relationship with your institution.

Regards.



www.hostbooks.com

ujjwal.singh@hostbooks.com

+91-9654322067

Gayatri Ujjwal Kumar Singh

Sr.Manager- HR

Plot No-356, Udyog Vihar, Phase-2

Gurugram, Haryana-122016

0124-4201354 Ext (102)




Principal
Dronacharya College of Engg.
Farrukh Nagar - 129606

Pvt Ltd Inbox



Poonam Akounto 7:48 PM

to me ▾



Hello Mayank,

Congratulations! We are pleased to offer you a position of "Software Developer" in our organization. The details of the Internship will be given to you in the form of an Appointment Letter at the time of your joining.

Please report to us on 12-Sept-22 at 11:00:00 AM for commencement of your internship. You will be required to complete the necessary forms and your internship clauses will be explained to you in detail in your appointment letter.

Please reply with your acceptance. This offer is valid till 24 hours. In case we do not receive your acceptance of the offer, the same shall stand withdrawn.

As discussed, request you to fill in the form in the below mentioned link and bring along with you all documents as mentioned below :

<https://form.jotform.com/213152911378030>


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Dronacharya College of Engg
Farrukh Nagar - 121300

1. Two passport size photographs.
2. Copies of education, professional

d

info.com>

offer you a position of "Software Developer" in our organization. The details of the Internship will be given to you in th

at 11:00:00 AM for commencement of your internship. You will be required to complete the necessary forms and your i
letter.

This offer is valid till 24 hours. In case we do not receive your acceptance of the offer, the same shall stand withdrawn.

Please fill the form in the below mentioned link and bring along with you all documents as mentioned below :

1370050

Photographs.

Professional qualification certificates(10th, 12th, Higher qualification).

Employment letter of a current/Last employer (If applicable).

Employment letter from a current/Last employer (if applicable).

Salary slips and Bank statements (if applicable).

Thank you for your interest and forward to welcoming you on-board! In case of any questions, feel free to reach us.




Principal
Dronacharya College of Engg
Farrukh Nagar - 125003

Admission Dronacharya Group of Institutions

From: Kamal Xavier <kamal.xavier@i2a.co>
Sent: Tuesday, August 30, 2022 1:15 PM
To: TPO
Cc: principal@ggnindia.dronacharya.info; Poonam i2a
Subject: MOU from i2a Technologies Private Limited
Attachments: MOU - Dronacharya College of Engineering.doc

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Renu Mam,

How are you?

We would like take the following students as the final list

1. Karan Grover
2. Dewanshi Mishra
3. Chirag Sharma
4. Mayank Tiwari

To proceed further, please find attached the draft of the MOU that we would like to sign with your esteemed college so that we have a clear understanding and we are all on the same page.

Let me know if you have any questions on the same. We would like to start the batch from 05-Sep-22

Thanks and Regards

Kamal Xavier

Associate Director - HR

i2A Technologies

Plot No. 272, Jwala Mill Rd, Udyog Vihar Phase 4, Sector 18, Gurugram, Haryana 122016, India

Mobile: +91-8851887158

Email: kamal.xavier@i2a.co


Principal
Dronacharya College of Engg.



hr 6:47 pm

to me, Biswaranjan, Richa



Dear Aditya,

This is in reference to your joining on dated **03rd - January - 22 (Tuesday)** as a **Jr. Java Developer – Intern stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram.**

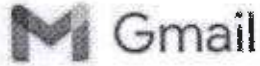
The duration of the Internship program will be of 06 Months.

Your salary will be revised to a Total CTC INR 300,000/- (Three Lac Only) per annum after the successful completion of your 6 months of your internship.


Principal
Dranscharva College of Engg.
Ferozki Nagar - 125306

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed

with your further joining formalities



Karan Grover <groverkaran449@gmail.com>

LOI from Akounto Services Pvt Ltd

Poonam Akounto <poonam@akounto.com>
To: "groverkaran449@gmail.com" <groverkaran449@gmail.com>

9 September 2022 at 19:52

Hello Karan,

Congratulations! We are pleased to offer you a position of "**Software Developer**" in our organization. The details of the Internship will be given to you in the form of an Appointment Letter at the time of your joining.

Please report to us on **12-Sept-22 at 11:00:00 AM** for commencement of your internship. You will be required to complete the necessary forms and your internship clauses will be explained to you in detail in your appointment letter.

Please reply with your acceptance. This offer is valid **till 24 hours**. In case we do not receive your acceptance of the offer, the same shall stand withdrawn.

As discussed, request you to fill in the form in the below mentioned link and bring along with you all documents as mentioned below :

<https://form.jotform.com/213152911378050>

1. Two passport size photographs.
2. Copies of education, professional qualification certificates(10th, 12th, Higher qualification).
3. Offer letter/ Appointment letter of a current/Last employer (If applicable).
4. Relieving/Experience letter from a current/Last employer (if applicable).
5. Last three month's salary slips and Bank statements (if applicable).
6. Pan Card
7. Cancelled Cheque
8. Aadhar Card

Congratulations again and we look forward to welcoming you on-board! In case of any questions, feel free to reach us.

Regards,
Poonam Belwal
Sr. Executive - HR
<https://www.akounto.com/>


Principal
Dronacharya College of Engg
Farrukh Naqar - 121003

Admission Dronacharya Group of Institutions

From: HR - IndiNatus <hr@indinatus.com>
Sent: Wednesday, October 19, 2022 4:05 PM
To: TPO
Cc: principal@ggnindia.dronacharya.info
Subject: Re: CAMPUS RECRUITMENT PROPOSAL
Attachments: image004.png; image001.png; thumbnail_image002.png; SELECTED CANDIDATES.pdf

Respected Sir/Madam,

Warm Greetings from IndiNatus India!!

We greatly appreciated the time that Dronacharya College invested in the interview process. We have evaluated every student's performance and we are happy to inform that we were able to move forward with **ELEVEN** candidates from your college and they got selected for **Management trainee** position at IndiNatus.

Kindly find the attached document for knowing the list of selected candidates.

Best Regards,
Aashi Srivastava
HR Executive
IndiNatus India Private Limited
D-92/6, 2nd Floor, Okhla Industrial Area, Phase 1,
Okhla New Delhi-110020
☎ +91-9354674610

From: HR - IndiNatus <hr@indinatus.com>
Sent: Monday, October 17, 2022 5:28 PM
To: TPO <tpo@ggnindia.dronacharya.info>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>
Subject: Re: CAMPUS RECRUITMENT PROPOSAL

Respected Sir/Madam,

Warm Greetings from IndiNatus India!!

This is to inform you that as per the performance of the students in the candidate assessment test of IndiNatus India, we shortlisted candidates for the further rounds that will take place at our office location on 18th Oct 2022 and 19th Oct 2022.

Timings: 11:30 AM (Abhishek to Bipin on DAY1 and rest of them on DAY2)


Principal
Dronacharya College of Engg
r
Nagar - 125506

22006	Abhishek	CSE	abhisheky220920@gmail.com
22018	Aman yadav	CSE	amanrao892@gmail.com
22020	Anjali Kumari	CSE	anjali.jha.m2000@gmail.com
22021	Anjali Pandey	CSE	pandeyanjali0711@gmail.com
22025	Ankit Kumar jha	CSE	jhaankit797@gmail.com
22040	Chandani Yadav	CSE	yadavchandani2001@gmail.com
22044	Deepanshu Bisht	CSE	deepanshu.22044@ggnindia.dronacharya.info
22047	Dheeraj	CSE	dheeraj.22047@ggnindia.dronacharya.info
22050	Gagan Sharma	CSE	shagagan5921@gmail.com
22058	Govinder	CSE	ankityadavv15@gmail.com
22071	Jatin Kumar	CSE	kumar.jatin13905@gmail.com
22080	Lakhan singh	CSE	lakhan13500@gmail.com
22099	Nitesh Singh Chauhan	CSE	shauryathakur7531@gmail.com
22125	Rahul Kumar	CSE	bhankharahul28@gmail.com
22140	Ritik Saini	CSE	ritiksaini2381@gmail.com
22171	Varun Gaur	CSE	varungaur.vg7@gmail.com
22390	Navneet raj	IT	raj28march2001@gmail.com
22642	Aman sharma	CSIT	Amansh0777@gmail.com
22645	Anubhuti Prasad	CSIT	anubhutiprasad476@gmail.com
22648	Bhupesh Kumar	CSIT	bhupeshkumar74017@gmail.com
22656	Harshit Kumar	CSIT	harshitkumar7056@gmail.com
22674	Rahul kumar	CSIT	rahulkumarutu@gmail.com
22908	Shagun	CSE	Shagunbansal30@gmail.com
22912	Vivek Kumar	CSE	Vivek.22912@ggnindia.dronacharya.info
22925	Kartik Dhiman	CSE	kartikdhiman2561998@gmail.com
14006	Amaan zaidi	CSE	AmaanZaidi2343@gmail.com
14021	Ansita Ramola	CSE	ansitaramola@gmail.com
14028	BIPIN kumar	CSE	bipinkumar650939@gmail.com
14042	Harsh Sharma	CSE	harshsharma0020@gmail.com
14075	Pawan pal	CSE	palpawan586@gmail.com
14081	Priyanka Prasad	CSE	privankaprasad627p@gmail.com
14085	Rahul Thakral	CSE	thakral.rahul0008@gmail.com
14096	Satish kumar	CSE	satish.14096@gnindia.dronacharya.info
14097	Satyam Singh	CSE	satyamsingh3037@gmail.com
14098	Saurabh	CSE	sc0360485@gmail.com
14099	shikha sharma	CSE	shikhasharma627s@gmail.com
14105	Sonali Singh	CSE	sonalisingh5432s@gmail.com
14118	Vibhav Kumar Dubey	CSE	vibhavkumardubey19@gmail.com
14136	Aman Baban Dalvi	IT	DalviAman7@gmail.com
14182	Vaishali Mehlawat	ECE	vaishali2mehlawat@gmail.com
14276	Jatin Sharma	ME	jatinsharma13march2002@gmail.com
14290	Ritik kumar	ME	ritik0786rkkumar@gmail.com
14402	Amaan haroon	CSIT	AmaanSaifi1030@gmail.com
14403	Aman Aggarwal	CSIT	amana9383@gmail.com
14418	Gaurav Rathi	CSIT	gauravrathi3412@gmail.com
14422	Kavya Verma	CSIT	vkavya234@gmail.com
14432	Rahul	CSIT	rahulverma1902300110029@gmail.com
14433	RASHMI SHARMA	CSIT	1402rashmisharma@gmail.com

Best Regards,
Aashi Srivastava
HR Executive
IndiNatus India Private Limited
D-92/6, 2nd Floor, Okhla Industrial Area, Phase 1,
Okhla New Delhi-110020
☎ +91-9354674610

From: HR - IndiNatus <hr@indinatus.com>
Sent: Saturday, October 15, 2022 1:51 PM
To: TPO <tpo@ggnindia.dronacharya.info>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>
Subject: Re: CAMPUS RECRUITMENT PROPOSAL

Respected Sir/Madam,

Warm Greetings from IndiNatus India!!

This is to inform you that as per your request we rescheduled ROUND 1 for the date 17th oct 2022 (MONDAY).

Kindly find the attached file for knowing the group allotment and rescheduled timings to each candidate for ROUND1.

Best Regards,
Aashi Srivastava
HR Executive
IndiNatus India Private Limited
D-92/6, 2nd Floor, Okhla Industrial Area, Phase 1,
Okhla New Delhi-110020
☎ +91-9354674610

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Friday, October 14, 2022 4:52 PM
To: HR - IndiNatus <hr@indinatus.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>
Subject: RE: CAMPUS RECRUITMENT PROPOSAL

Good Evening Ma'am,

As requested, kindly schedule the first round on 17th October.

Thanks & Regards

Renu Dua
Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502


Principal
Dronacharya College of Engg
Farrukh Nagar - 125006

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: TPO [<mailto:tpo@ggnindia.dronacharya.info>]
Sent: Thursday, October 13, 2022 5:31 PM
To: 'HR - IndiNatus'
Cc: principal@ggnindia.dronacharya.info
Subject: RE: CAMPUS RECRUITMENT PROPOSAL

Dear Ma'am,

Thank you so much for the update.

Noted all the details with Thanks!!

Kind Regards
Renu Dua
Dronacharya

From: HR - IndiNatus [<mailto:hr@indinatus.com>]
Sent: Thursday, October 13, 2022 4:47 PM
To: TPO
Subject: Re: CAMPUS RECRUITMENT PROPOSAL

Respected Sir/Madam,

Warm Greetings from IndiNatus India!!

Kindly find the attached file for knowing the group allotment and rescheduled timings to each candidate for ROUND1. Also, list of candidates for ROUND3.

We look forward to your confirmation.

Best Regards,
Aashi Srivastava
HR Executive
IndiNatus India Private Limited
D-92/6, 2nd Floor, Okhla Industrial Area, Phase 1,
Okhla New Delhi-110020


Principal
Dronacharya College of Engg
Farrukh Nagar - 128508

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Saturday, October 8, 2022 4:46 PM
To: HR - IndiNatus <hr@indinatus.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>
Subject: RE: CAMPUS RECRUITMENT PROPOSAL

Dear Ma'am,

Greetings!!

Please find attached database of interested students for your kind reference.

Looking forward to schedule.

Thanks & Regards

Renu Dua
Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502
Mobile- 9990797776, 9910380107
email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info
Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: HR - IndiNatus [mailto:hr@indinatus.com]
Sent: Thursday, October 6, 2022 11:38 AM
To: TPO
Cc: principal@ggnindia.dronacharya.info
Subject: Re: CAMPUS RECRUITMENT PROPOSAL

Respected Sir/Madam,

Warm Greetings from IndiNatus India!

After selecting for the given profile, first six months shall be considered as an Internship period in which candidate eligible to get stipend 10,000 to 12,000.

The Employee shall receive an annual salary, payable in monthly or more frequent installments, as per the convenience of the Employer, an amount of 20,000-25,000 per month, after internship period of 6 months over till that candidate eligible for stipend only subject to such increases from time to time, as determined by the Employer.

We look forward to your confirmation.


Principal
Dronacharya College of Engg
Farrukh Nagar - 122506

Best Regards,
Aashi Srivastava
HR Executive
IndiNatus India Private Limited

D-92/6, 2nd Floor, Okhla Industrial Area, Phase 1,
Okhla New Delhi-110020
☎ +91-9354674610

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Tuesday, October 4, 2022 6:02 PM
To: HR - IndiNatus <hr@indinatus.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>
Subject: RE: CAMPUS RECRUITMENT PROPOSAL

Dear Aashi Ma'am,

Greetings!!

Thank you so much for sharing the opportunity.

It is requested to please share the range of stipend/salary.

Thanks & Regards

Renu Dua
Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502
Mobile- 9990797776, 9910380107
email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info
Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: HR - IndiNatus [mailto:hr@indinatus.com]
Sent: Tuesday, October 4, 2022 5:32 PM
To: tpo@ggnindia.dronacharya.info
Subject: CAMPUS RECRUITMENT PROPOSAL

Respected Sir/Madam,

Warm Greetings from IndiNatus India!

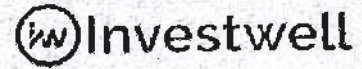
This is to bring in your kind notice, that we as an organization are putting up a proposal for campus recruitment to hire fresher for our company. Our mission is to secure capable graduates and train them to exceed their limits.

Kindly find the attached file for knowing about IndiNatus and job description.

We look forward to your confirmation.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125506

Excel Net Solutions Pvt. Ltd.



November 21, 2022

Nazir Ansari
Dronacharya College of Engineering

Subject: - Offer for Internship followed by Employment

Dear Nazir,

Congratulations!

We are pleased to extend this offer of Internship followed by employment as a **Software Development Engineer (SDE)** at Excel Net Solutions Pvt Ltd.

You will be given a monthly stipend of Rs. 10,000 during your 6 month internship period. After completion of the internship, we shall confirm your employment. Your total annual cost to the company (CTC) will be Rs. 4,00,000 (fixed) along with a variable amount as detailed in **Annexure A**. This offer is conditional on your satisfactory performance during the internship.

COMMENCEMENT DATE

Your internship will commence on **January 09, 2023**. If there is a change, you must seek written approval from us.

LOCATION

You will be based at our Gurugram office but may be required to work at other locations as determined by the needs of the business. As a token of acceptance of this offer after understanding the details, please sign the copy of this letter in the space provided and return it to us by **November 21, 2022** (end of the day). Please contact Aditi Sharma when you join on **January 09, 2023**, for assistance with joining formalities. A list of KYC documents and other required documents is mentioned in **Annexure B** to this offer letter.

We look forward to your confirmation and working with us towards an exciting career.

For Excel Net Solutions Pvt. Limited

I understand the offer and accept the same.

Sign: Nazir Ansari

Name: Nazir Ansari


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125503

Annexure A

Compensation and Benefits Package

COMPONENTS	₹/MONTH	₹/ANNUM
Basic Salary	13,333	1,60,000
HRA	6,667	80,000
Special Allowance	11,092	1,33,108
Employer share of PF*	1,600	19,200
Gratuity	641	7,692
TOTAL	33,333	4,00,000

***Statutory Deductions**

- Employee Share of PF will be deducted and along with Employer share will be deposited with the PF department in your PF account. If you are not covered under PF already and opt out of PF here, no PF shall be deducted and the other components will be adjusted so that the CTC is maintained.
- Professional Tax and all incidences of income tax will be borne by the employee as per tax rules.

Performance Bonus

At the time of joining, a variable component of the performance bonus (up to Rs 1,00,000) will be decided based on your performance during the internship. This sum will be paid to you as a bonus after 1 year from your date of joining full-time employment as per your performance evaluation during full-time employment.

Insurance Benefits

You'll be a regular employee of Excel Net Solutions Pvt. Ltd. and will be able to participate in benefits such as a group mediclaim policy covering Rs. 3 Lakhs after the completion of your internship period. This medical insurance will be provided on a deduction-free basis.


 Principal
 Dronacharya College of Engg.
 Farrukh Nagar - 129506

Service Agreement

It is hereby understood and agreed that should you decide to

(i) terminate your internship before its completion or,

(ii) not continue for full-time employment after the completion of an internship or,

(iii) terminate your employment with the company within 1 year of full-time employment from the date of joining, you shall give 1-month prior notice and

you shall refund us a training fee equal to Rs. 60,000 or the total stipend amount paid to you during the internship period, whichever is lower.

I, Nazir Ansari, completely understand the service agreement along with the terms and conditions mentioned and accept the same.

Sign: Nazir Ansari

Name: Nazir Ansari



Principal
Dronacharya College of Engg.
Farrukh Nagar - 120505

Annexure B

List of documents required at the time of joining

S.NO.	PARTICULARS	
1.	Three Passport size color photographs	
2.	PAN Card (for Indian Nationals)/ Passport (for Foreign Nationals)	
3.	Proof of Residence	
	a.	Permanent Address Proof Aadhaar Card, Voter Id, Driving License, Passport, any Utility Bill*, Mobile Bill*
	b.	Present (if any) Aadhaar Card, Voter Id, Driving License, Passport, any Utility Bill*, Mobile Bill*
4.	Academic & Professional Certificates	
	a.	SSC, HSC passing certificate or Mark sheet
	b.	Graduation Certificate
	c.	Post-Graduation Certificates
	d.	Any other Professional Course Certificates

*Note: Utility bill or Mobile Bill should not be older than 2 months


 Principal
 Dronacharya College of Engg.
 Farrukh Nagar - 122506



Giesecke+Devrient

Giesecke & Devrient India Private Limited
Plot 2, EHTP, Sector 38, Gurugram - 122001, Haryana, India

Mr. Jatin Khatana
S/o Sanjay Khatana, H.NO 76B/2B
New Jyoti Park, Gurgaon, Haryana-122001
Jatinkhatana74@gmail.com
+919582190874

Gurugram, 25.11.2022

Subject: Contract for Training / Engagement

Dear Jatin,

With reference to your interview & discussions with us, we are pleased to inform that you are hereby engaged as a "Intern" in EOC Department".

This is to confirm the following terms upon which you are contracted as Trainee with us can be extended & reduced as per your performance and as per Management decision.

In the meantime please submit the following documents:-

- Attested copies of documents in support of educational/professional qualifications.
- Medical fitness certificate from the Doctor.
- Pre-employment verification report from local police station or character certificate from Gazetted officer.
- Photographs - 5 Nos.
- Adhaar ID or Adhaar Enrollment No.
- Identity Proof: Any of Two (i.e. Passport, Voter ID, Ration card, Driving License, IT Return, Adhar Cards / Enrollment no. PAN Card, Bank Statement, Electricity Bill, Land Telephone bill).

With kind regards
Giesecke & Devrient India Pvt. Ltd.
Human Resource Team


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



Terms of Contract:

1. **Tenure of Training** : 6 Months from date of joining
2. **Date of Joining** : 05th December, 2022
3. **Stipend** : INR 30000 per month
(subjected to Income tax, ESI & PF Act)

4. **Work Place for training period**

Your training will be held in Gurugram. The Company, further reserves the right to designate other places of work within India or abroad.

5. **Working Hours**

You will work during the training period, as per location's "Working Hours policy". The Company reserves the right to announce new working hours from time to time. However, the working hours and the holidays will be no bar for attending to urgent duties as may be necessary or prescribed by your superior authorities from time to time.

6. **Leaves**

You will be entitled to maximum 2 paid leaves per month, subjected to approval from your Manager. You must submit approved leave application to HR before going on leave. You cannot take more than 3 leaves at stretch.

There will be no accumulation or encashment of unused leave.

7. **Severability**

If any provision of this training offer letter is prohibited or rendered invalid or unenforceable, such prohibition, invalidity or unenforceability shall not affect the validity or enforceability of any other provisions and conditions of the training.

8. **Termination / Notice period**

Your employment will be subject to termination by 01 (one) month notice period on either side. Either party reserves the right to pay notice period salary in lieu of notice. Management reserves the right to increase or decrease notice period by a maximum of 1 month on the basis of business requirements. However if termination happens on account of any breach of services / employment on your part, the Company reserves the right to cancel the notice period pay.


9. **Confidentiality**

- 9.1 You shall keep Confidential all business / product / production secrets of the Company, including but not limited to information about the Company's activities, trainee/intern personal / professional data, product details, customers, jobs, projects and all other relevant business information of the Company. These obligations shall survive any termination of your contract.
- 9.2 You acknowledge that you may gain access to and possession of confidential information relating to the company during the term of your training.
- 9.3 You will not divulge to any outside persons or concerns any information and secrets connected with the company that you may come across during the training period.


Principal
Drongcharya College of Engg.
Farrukh Nagar - 120506

- 9.4 You will treat all matters relating to the company in strict confidence and not disclose them to outsiders except with the prior written authorization of the company. In particular, you are expected to maintain complete confidentiality in respect of work methods at the company. Systems developed / modified by the company for its clients and software developed or modified or acquired by the company.
- 9.5 You are not allowed to copy or sell the company's software packages outside without the company's prior permission. You acknowledge that conditions of this appointment are reasonable and necessary to protect disclosure of confidential information belonging to the company and any disclosing thereof will cause irreparable damages, hardship and injury to the company.
- 9.6 You acknowledge that your obligations relating to confidentiality survive the termination of your training and you will be liable to pay damages and be subject to injunctive or other relief for any breach of aforesaid obligation.
- 9.7 Intellectual Property Rights (IPR's) such as copyrights, patents, trademarks, secrets etc. with respect to any solution or product including any e-commerce solutions developed by you or your team while in the training period of the company shall remain in the exclusive ownership of the company and you shall have no right title or interest in respect of such IPR's.
- 9.8 Confidential information includes all IPR's, information regarding quality control, business, financial information, places, customers list, marketing data and any other information that are generally not known to the public.
- 9.9 As substantial amount of technical and other information will be obtained by you or will be available to you, you will appreciate that any information so obtained must not be communicated directly or indirectly to any person, firm, or company. You will therefore be agreed to sign a Secrecy Agreement of Non-Disclosure/Confidentiality.
- 9.10 Notwithstanding any other non-disclosure obligations imposed by the Company, you are not allowed to collect, disclose, provide access to or otherwise use personal data without authorization for any other purpose than the lawful achievement of the task for which the data is intended.
- 10. Compliance Clause**
The Employee agrees to, adopt the overall Compliance framework of the Company and adhere to Code of Conduct and all applicable company guidelines & instructions, as instituted by G&D group and adopted by the Company, such as Gifts and Invitation, Anti-Trust, Conflict of Interest and such other. The Employee agrees, to update himself / herself and to adhere to local laws and regulations as well as all applicable international and German laws and regulations, as communicated by the Company from time to time by way of explicit information or thru the training material, in particular concerning bribery, anti-corruption and fraud concerning government officials as well as private persons.
- 11. Others**
- 11.1 The company reserves the right to terminate your training subject to breach of the confidentiality clause stated in the offer of training letter as well as in the event of transgression of the rules and regulations of the company. However if termination happens on account of any breach of services / employment on your part, the Company reserves the right to cancel the notice period pay, if any.

Principal
Dronacharya College of Engg.
Bokh Nagar - 125506





- 11.2 You are not entitled or demand for any facility, which has been provided by the company to regular employee of G&D India during the training period.
- 11.3 On the successful completion of your training period, you have to submit the report (Project Report) if applicable to the company within 15 days.
- 11.4 After completion of your training or at any time during the period of training, the company is not liable for any consideration what so ever which may exist for any kind of employment as permanent employee in G&D India or any subsidiaries of G&D in the world.
- 11.5 You will be bound by rules, regulations, guidelines and office orders enforced by the Management from time to time in relation to code of conduct, security, discipline, leaves, holidays or any matters relating to training conditions which will be deemed as rules, regulations and orders in the part of these terms of training facility. You will abide by and be governed by the company regulations & corporate guidelines as well.
- 11.6 Your training is subject to satisfactory reference checks and clearance from any secrecy / service agreements that you may have executed, which could have a bearing on your working with us.
- 11.7 Your training is subject to your being found medically fit for employment.
- 11.8 This letter of offer Internship / training is based on the information furnished in your application for Internship / training and during the interviews you had with us including the satisfactory reference checks and clearance from the agency deployed by the company. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your Internship / training is liable to be terminated without notice.
- 11.9 All matters pertaining to your training and compensation are strictly confidential and it should be treated as such. Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax rules.
- 11.10 You acknowledge that you shall abide to the terms and conditions as laid under 'Prevention of Sexual Harassment Policy' of the company.

12. Procedure

Kindly return the duplicate copy of this letter, duly countersigned by you, in token of your acceptance of the terms and conditions stipulated herein.

We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

Giesecke & Devrient India Pvt. Ltd.
Human Resource Department


Principal
Dronacharya College of Engg.
Faridkh Nagar - 125003

Admission Dronacharya Group of Institutions

From: Singh Shweta <shweta.singh@gi-de.com>
Sent: Wednesday, November 30, 2022 12:14 PM
To: TPO
Cc: Mehta Arvina
Subject: OFFER LETTERS- SELECTED STUDENTS
Attachments: Offer Letter - Chandani Yadav.pdf; Offer Letter - Jatin Khatana.pdf; Offer Letter - Prachi Malgudi.pdf; Offer Letter - Siddharth Sharma.pdf; Offer Letter - Yash Sharma.pdf; Offer Letter - Harshit.pdf; Offer Letter - Shivam Yadav.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Renu,

Please find the attached offer letters of 7 selected students for your consideration.

Kindly send the acknowledgement for the same.

Regards
Shweta


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123503



Giesecke & Devrient India Private Limited
Plot 2, EHTP, Sector 34, Gurugram – 122001, Haryana, India

Mr. Pushpender Rathore
S/O Satindra Pratap Singh Rathore , H No 43
Gali No -18 , Vipin Garden Extn ,
Uttam Nagar , D K Mohan Garden S.O,
West Delhi, Delhi 110059
pushpenderrathore1401@gmail.com
(+91) 7838326562

Gurugram 07.10.2022

Subject: Contract for Training / Engagement

Dear Pushpender ,

With reference to your interview & discussions with us, we are pleased to inform that you are hereby engaged as a "Intern" in "CCI R&D Department".

This is to confirm the following terms upon which you are contracted as Trainee with us can be extended & reduced as per your performance and as per Management decision.

In the meantime please submit the following documents:-

- Attested copies of documents in support of educational/professional qualifications.
- Medical fitness certificate from the Doctor.
- Pre-employment verification report from local police station or character certificate from Gazetted officer.
- Photographs – 5 Nos.
- Adhaar ID or Adhaar Enrollment No.
- Identity Proof: Any of Two (i.e. Passport, Voter ID, Ration card, Driving License, IT Return, Adhar Cards / Enrollment no. PAN Card, Bank Statement, Electricity Bill, Land Telephone bill).

With kind regards
Giesecke & Devrient India Pvt. Ltd.
Human Resource Team


Principal
Dronacharya College of Engg.
Farrukh Nagar - 120503



Terms of Contract :

1. **Tenure of Training** : 6 months from the date of joining
2. **Date of Joining** : 1st November, 2022
3. **Stipend** : INR 30,000 /-per month

(subjected to Income tax, ESI & PF Act)

4. **Work Place for training period**

Your training will be held in Gurugram. The Company, further reserves the right to designate other places of work within India or abroad.

5. **Working Hours**

You will work during the training period, as per location's "Working Hours policy". The Company reserves the right to announce new working hours from time to time. However, the working hours and the holidays will be no bar for attending to urgent duties as may be necessary or prescribed by your superior authorities from time to time.

6. **Leaves**

You will be entitled to maximum 21 paid leaves per annum, subjected to approval from your Manager. You must submit approved leave application to HR before going on leave. You cannot take more than 3 leaves at stretch.

There will be no accumulation or encashment of unused leave.

7. **Severability**

If any provision of this training offer letter is prohibited or rendered invalid or unenforceable, such prohibition, invalidity or unenforceability shall not affect the validity or enforceability of any other provisions and conditions of the training.

8. **Termination / Notice period**

Your employment will be subject to termination by 01 (one) month notice period on either side. Either party reserves the right to pay notice period salary in lieu of notice. Management reserves the right to increase or decrease notice period by a maximum of 1 month on the basis of business requirements. However if termination happens on account of any breach of services / employment on your part, the Company reserves the right to cancel the notice period pay.

9. **Confidentiality**

- 9.1 You shall keep Confidential all business / product / production secrets of the Company, including but not limited to information about the Company's activities, trainee/intern personal / professional data , product details, customers, jobs, projects and all other relevant business information of the Company. These obligations shall survive any termination of your contract.
- 9.2 You acknowledge that you may gain access to and possession of confidential information relating to the company during the term of your training.


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- 9.3 You will not divulge to any outside persons or concerns any information and secrets connected with the company that you may come across during the training period.
- 9.4 You will treat all matters relating to the company in strict confidence and not disclose them to outsiders except with the prior written authorization of the company. In particular, you are expected to maintain complete confidentiality in respect of work methods at the company, Systems developed / modified by the company for its clients and software developed or modified or acquired by the company.
- 9.5 You are not allowed to copy or sell the company's software packages outside without the company's prior permission. You acknowledge that conditions of this appointment are reasonable and necessary to protect disclosure of confidential information belonging to the company and any disclosing thereof will cause irreparable damages, hardship and injury to the company.
- 9.6 You acknowledge that your obligations relating to confidentiality survive the termination of your training and you will be liable to pay damages and be subject to injunctive or other relief for any breach of aforesaid obligation.
- 9.7 Intellectual Property Rights (IPR's) such as copyrights, patents, trademarks, secrets etc. with respect to any software product or solution including any e-commerce solutions developed by you or your team while in the training period of the company shall remain in the exclusive ownership of the company and you shall have no right title or interest in respect of such IPR's.
- 9.8 Confidential information includes all IPR's, information regarding quality control, business, financial information, places, customers list, marketing data and any other information that are generally not known to the public.
- 9.9 As substantial amount of technical and other information will be obtained by you or will be available to you, you will appreciate that any information so obtained must not be communicated directly or indirectly to any person, firm, or company. You will therefore be agreed to sign a Secrecy Agreement of Non-Disclosure/Confidentiality.
- 9.10 Notwithstanding any other non-disclosure obligations imposed by the Company, you are not allowed to collect, disclose, provide access to or otherwise use personal data without authorization for any other purpose than the lawful achievement of the task for which the data is intended.

10. Compliance Clause

The Employee agrees to, adopt the overall Compliance framework of the Company and adhere to Code of Conduct and all applicable company guidelines & instructions, as instituted by G&D group and adopted by the Company, such as Gifts and Invitation, Anti-Trust, Conflict of Interest and such other. The Employee agrees, to update himself / herself and to adhere to local laws and regulations as well as all applicable international and German laws and regulations, as communicated by the Company from time to time by way of explicit information or thru the training material, in particular concerning bribery, anti-corruption and fraud concerning government officials as well as private persons.

11. Others

- 11.1 The company reserves the right to terminate your training subject to breach of the confidentiality clause stated in the offer of training letter as well as in the event of transgression of the rules and regulations of the company. However if termination happens on account of any


Principal
Dronacharya College of Engg.
Farukh Nagar - 120506



- breach of services / employment on your part, the Company reserves the right to cancel the notice period pay, if any.
- 11.2 You are not entitled or demand for any facility, which has been provided by the company to regular employee of G&D India during the training period.
- 11.3 On the successful completion of your training period, you have to submit the report (Project Report) if applicable to the company within 15 days.
- 11.4 After completion of your training or at any time during the period of training, the company is not liable for any consideration what so ever which may exist for any kind of employment as permanent employee in G&D India or any subsidiaries of G&D in the world.
- 11.5 You will be bound by rules, regulations, guidelines and office orders enforced by the Management from time to time in relation to code of conduct, security, discipline, leaves, holidays or any matters relating to training conditions which will be deemed as rules, regulations and orders in the part of these terms of training facility. You will abide by and be governed by the company regulations & corporate guidelines as well.
- 11.6 Your training is subject to satisfactory reference checks and clearance from any secrecy / service agreements that you may have executed, which could have a bearing on your working with us.
- 11.7 Your training is subject to your being found medically fit for employment.
- 11.8 This letter of offer Internship / training is based on the information furnished in your application for Internship / training and during the interviews you had with us including the satisfactory reference checks and clearance from the agency deployed by the company. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your Internship / training is liable to be terminated without notice.
- 11.9 All matters pertaining to your training and compensation are strictly confidential and it should be treated as such. Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax rules.
- 11.10 You acknowledge that you shall abide to the terms and conditions as laid under 'Prevention of Sexual Harassment Policy' of the company.

12. Procedure

Kindly return the duplicate copy of this letter, duly countersigned by you, in token of your acceptance of the terms and conditions stipulated herein.

We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

Giesecke & Devrient India Pvt. Ltd.
Human Resource Department


Principal
Dronacharya College of Engg
Farukh Nagar - 120503



Giesecke+Devrient

Giesecke & Devrient India Private Limited
Plot 2, EHTP, Sector 34, Gurugram - 122001, Haryana, India

Mr. Shivam Yadav
S/O Raghbir Singh Yadav H.No 1371
Housing Board, Sector-9, Gurgaon, Haryana-122001

shivamrao1902@gmail.com
+918882115223

Gurugram, 25.11.2022

Subject: Contract for Training / Engagement

Dear Shivam,

With reference to your interview & discussions with us, we are pleased to inform that you are hereby engaged as a "Intern" in EOC Department".

This is to confirm the following terms upon which you are contracted as Trainee with us can be extended & reduced as per your performance and as per Management decision.

In the meantime please submit the following documents:-

- Attested copies of documents in support of educational/professional qualifications.
- Medical fitness certificate from the Doctor.
- Pre-employment verification report from local police station or character certificate from Gazetted officer.
- Photographs - 5 Nos.
- Adhaar ID or Adhaar Enrollment No.
- Identity Proof: Any of Two (i.e. Passport, Voter ID, Ration card, Driving License, IT Return, Adhar Cards / Enrollment no. PAN Card, Bank Statement, Electricity Bill, Land Telephone bill).

With kind regards

Giesecke & Devrient India Pvt. Ltd.
Human Resource Team

Shivam


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125503



Terms of Contract :

1. **Tenure of Training** : 6 Months from date of joining
2. **Date of Joining** : 05th December, 2022
3. **Stipend** : INR 30000 per month
(subjected to Income tax, ESI & PF Act)
4. **Work Place for training period**

Your training will be held in Gurugram. The Company, further reserves the right to designate other places of work within India or abroad.

5. **Working Hours**

You will work during the training period, as per location's "Working Hours policy". The Company reserves the right to announce new working hours from time to time. However, the working hours and the holidays will be no bar for attending to urgent duties as may be necessary or prescribed by your superior authorities from time to time.

6. **Leaves**

You will be entitled to maximum 2 paid leaves per month, subjected to approval from your Manager. You must submit approved leave application to HR before going on leave. You cannot take more than 3 leaves at stretch.

There will be no accumulation or encashment of unused leave.

7. **Severability**

If any provision of this training offer letter is prohibited or rendered invalid or unenforceable, such prohibition, invalidity or unenforceability shall not affect the validity or enforceability of any other provisions and conditions of the training.

8. **Termination / Notice period**

Your employment will be subject to termination by 01 (one) month notice period on either side. Either party reserves the right to pay notice period salary in lieu of notice. Management reserves the right to increase or decrease notice period by a maximum of 1 month on the basis of business requirements. However if termination happens on account of any breach of services / employment on your part, the Company reserves the right to cancel the notice period pay.

9. **Confidentiality**

9.1 You shall keep Confidential all business / product / production secrets of the Company, including but not limited to information about the Company's activities, trainee/intern personal / professional data, product details, customers, jobs, projects and all other relevant business information of the Company. These obligations shall survive any termination of your contract.

9.2 You acknowledge that you may gain access to and possession of confidential information relating to the company during the term of your training.

9.3 You will not divulge to any outside persons or concerns any information and secrets connected with the company that you may come across during the training period.


Principal
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Farrukh Nagar - 126503



- 9.4 You will treat all matters relating to the company in strict confidence and not disclose them to outsiders except with the prior written authorization of the company. In particular, you are expected to maintain complete confidentiality in respect of work methods at the company, Systems developed / modified by the company for its clients and software developed or modified or acquired by the company.
- 9.5 You are not allowed to copy or sell the company's software packages outside without the company's prior permission. You acknowledge that conditions of this appointment are reasonable and necessary to protect disclosure of confidential information belonging to the company and any disclosing thereof will cause irreparable damages, hardship and injury to the company.
- 9.6 You acknowledge that your obligations relating to confidentiality survive the termination of your training and you will be liable to pay damages and be subject to injunctive or other relief for any breach of aforesaid obligation.
- 9.7 Intellectual Property Rights (IPR's) such as copyrights, patents, trademarks, secrets etc. with respect to any solution or product including any e-commerce solutions developed by you or your team while in the training period of the company shall remain in the exclusive ownership of the company and you shall have no right title or interest in respect of such IPR's.
- 9.8 Confidential information includes all IPR's, information regarding quality control, business, financial information, places, customers list, marketing data and any other information that are generally not known to the public.
- 9.9 As substantial amount of technical and other information will be obtained by you or will be available to you, you will appreciate that any information so obtained must not be communicated directly or indirectly to any person, firm, or company. You will therefore be agreed to sign a Secrecy Agreement of Non-Disclosure/Confidentiality.
- 9.10 Notwithstanding any other non-disclosure obligations imposed by the Company, you are not allowed to collect, disclose, provide access to or otherwise use personal data without authorization for any other purpose than the lawful achievement of the task for which the data is intended.

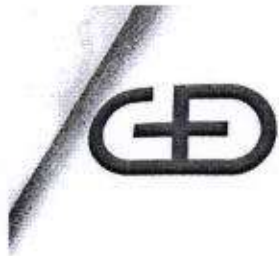
10. Compliance Clause

The Employee agrees to, adopt the overall Compliance framework of the Company and adhere to Code of Conduct and all applicable company guidelines & instructions, as instituted by G&D group and adopted by the Company, such as Gifts and Invitation, Anti-Trust, Conflict of Interest and such other. The Employee agrees, to update himself / herself and to adhere to local laws and regulations as well as all applicable international and German laws and regulations, as communicated by the Company from time to time by way of explicit information or thru the training material, in particular concerning bribery, anti-corruption and fraud concerning government officials as well as private persons.

11. Others

- 11.1 The company reserves the right to terminate your training subject to breach of the confidentiality clause stated in the offer of training letter as well as in the event of transgression of the rules and regulations of the company. However if termination happens on account of any breach of services / employment on your part, the Company reserves the right to cancel the notice period pay, if any.


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Farrukh Nagar - 129509



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- 11.2 You are not entitled or demand for any facility, which has been provided by the company to regular employee of G&D India during the training period.
- 11.3 On the successful completion of your training period, you have to submit the report (Project Report) if applicable to the company within 15 days.
- 11.4 After completion of your training or at any time during the period of training, the company is not liable for any consideration what so ever which may exist for any kind of employment as permanent employee in G&D India or any subsidiaries of G&D in the world.
- 11.5 You will be bound by rules, regulations, guidelines and office orders enforced by the Management from time to time in relation to code of conduct, security, discipline, leaves, holidays or any matters relating to training conditions which will be deemed as rules, regulations and orders in the part of these terms of training facility. You will abide by and be governed by the company regulations & corporate guidelines as well.
- 11.6 Your training is subject to satisfactory reference checks and clearance from any secrecy / service agreements that you may have executed, which could have a bearing on your working with us.
- 11.7 Your training is subject to your being found medically fit for employment.
- 11.8 This letter of offer Internship / training is based on the information furnished in your application for Internship / training and during the interviews you had with us including the satisfactory reference checks and clearance from the agency deployed by the company. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your Internship / training is liable to be terminated without notice.
- 11.9 All matters pertaining to your training and compensation are strictly confidential and it should be treated as such. Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax rules.
- 11.10 You acknowledge that you shall abide to the terms and conditions as laid under 'Prevention of Sexual Harassment Policy' of the company.

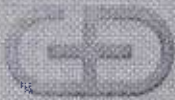
12. Procedure

Kindly return the duplicate copy of this letter, duly countersigned by you, in token of your acceptance of the terms and conditions stipulated herein.

We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

Giesecke & Devrient India Pvt. Ltd.
Human Resource Department


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



Giesecke & Devrient India Private Limited
Plot 2, Sector 34, Gurugram - 122001, Haryana, India

Mr. Siddharth Sharma
S/O Manoj Kumar Sharma
G-62B, Outub Vihar, Phase-1, Goela Dairy
South West Delhi-110071
siddharthsharma13@gmail.com
+919560257483

Gurugram, 25.11.2022

Subject: Contract for Training / Engagement

Dear Siddharth,

With reference to your interview & discussions with us, we are pleased to inform that you are hereby engaged as a "Intern" in EOC Department."

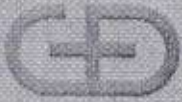
This is to confirm the following terms upon which you are contracted as Trainee with us can be extended & reduced as per your performance and as per Management decision.

In the meantime please submit the following documents:-

- Attested copies of documents in support of educational/professional qualifications.
- Medical fitness certificate from the Doctor.
- Pre-employment verification report from local police station or character certificate from Gazetted officer.
- Photographs - 5 Nos.
- Aadhar ID or Aadhar Enrollment No.
- Identity Proof: Any of Two (i.e. Passport, Voter ID, Ration card, Driving License, IT Return, Adhar Cards / Enrollment no. PAN Card, Bank Statement, Electricity Bill, Land Telephone bill).

With kind regards
Giesecke & Devrient India Pvt. Ltd.
Human Resource Team

Principal
Dronacharya College of Engg.
Farrukh Nagar - 121503



Terms of Contract:

1. Tenure of Training : 6 Months from date of joining
2. Date of Joining : 05th December, 2022
3. Stipend : INR 30000 per month
(subjected to Income tax, ESI & PF Act)

4. Work Place for training period

Your training will be held in Gurugram. The Company, further reserves the right to designate other places of work within India or abroad.

5. Working Hours

You will work during the training period, as per location's "Working Hours policy". The Company reserves the right to announce new working hours from time to time. However, the working hours and the holidays will be no bar for attending to urgent duties as may be necessary or prescribed by your superior authorities from time to time.

6. Leaves

You will be entitled to maximum 2 paid leaves per month, subjected to approval from your Manager. You must submit approved leave application to HR before going on leave. You cannot take more than 3 leaves at stretch.

There will be no accumulation or encashment of unused leave.

7. Severability

If any provision of this training offer letter is prohibited or rendered invalid or unenforceable, such prohibition, invalidity or unenforceability shall not affect the validity or enforceability of any other provisions and conditions of the training.

8. Termination / Notice period

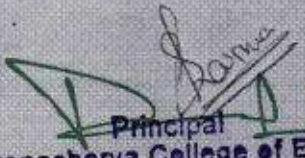
Your employment will be subject to termination by 01 (one) month notice period on either side. Either party reserves the right to pay notice period salary in lieu of notice. Management reserves the right to increase or decrease notice period by a maximum of 1 month on the basis of business requirements. However if termination happens on account of any breach of services / employment on your part, the Company reserves the right to cancel the notice period pay.

9. Confidentiality

9.1 You shall keep Confidential all business / product / production secrets of the Company, including but not limited to information about the Company's activities, trainee/intern personal / professional data, product details, customers, jobs, projects and all other relevant business information of the Company. These obligations shall survive any termination of your contract.


9.2 You acknowledge that you may gain access to and possession of confidential information relating to the company during the term of your training.

9.3 You will not divulge to any outside persons or concerns any information and secrets connected with the company that you may come across during the training period.


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Farrukh Nagar - 120503



- 9.4 You will treat all matters relating to the company in strict confidence and not disclose them to outsiders except with the prior written authorization of the company. In particular, you are expected to maintain complete confidentiality in respect of work methods at the company, Systems developed / modified by the company for its clients and software developed or modified or acquired by the company.
- 9.5 You are not allowed to copy or sell the company's software packages outside without the company's prior permission. You acknowledge that conditions of this appointment are reasonable and necessary to protect disclosure of confidential information belonging to the company and any disclosing thereof will cause irreparable damages, hardship and injury to the company.
- 9.6 You acknowledge that your obligations relating to confidentiality survive the termination of your training and you will be liable to pay damages and be subject to injunctive or other relief for any breach of aforesaid obligation.
- 9.7 Intellectual Property Rights (IPR's) such as copyrights, patents, trademarks, secrets etc. with respect to any solution or product including any e-commerce solutions developed by you or your team while in the training period of the company shall remain in the exclusive ownership of the company and you shall have no right title or interest in respect of such IPR's.
- 9.8 Confidential information includes all IPR's, information regarding quality control, business, financial information, prices, customers list, marketing data and any other information that are generally not known to the public.
- 9.9 As substantial amount of technical and other information will be obtained by you or will be available to you, you will appreciate that any information so obtained must not be communicated directly or indirectly to any person, firm, or company. You will therefore be agreed to sign a Secrecy Agreement of Non-Disclosure/Confidentiality.
- 9.10 Notwithstanding any other non-disclosure obligations imposed by the Company, you are not allowed to collect, disclose, provide access to or otherwise use personal data without authorization for any other purpose than the lawful achievement of the task for which the data is intended.
- 10. Compliance Clause**
The Employee agrees to, adopt the overall Compliance framework of the Company and adhere to Code of Conduct and all applicable company guidelines & instructions, as instituted by G&D group and adopted by the Company, such as Gifts and Invitation, Anti-Trust, Conflict of Interest and such other. The Employee agrees, to update himself / herself and to adhere to local laws and regulations as well as all applicable international and German laws and regulations, as communicated by the Company from time to time by way of explicit information or thru the training material, in particular concerning bribery, anti-corruption and fraud concerning government officials as well as private persons.
- 11. Others**
- 11.1 The company reserves the right to terminate your training subject to breach of the confidentiality clause stated in the offer of training letter as well as in the event of transgression of the rules and regulations of the company. However if termination happens on account of any breach of services/ employment on your part, the Company reserves the right to cancel the notice period pay, if any.


Principal
Dronacharya College of Engg
Farrukh Nagar - 125005



- 11.2 You are not entitled or demand for any facility, which has been provided by the company to regular employee of G&D India during the training period.
- 11.3 On the successful completion of your training period, you have to submit the report (Project Report) if applicable to the company within 15 days.
- 11.4 After completion of your training or at any time during the period of training, the company is not liable for any consideration what so ever which may exist for any kind of employment as permanent employee in G&D India or any subsidiaries of G&D in the world.
- 11.5 You will be bound by rules, regulations, guidelines and office orders enforced by the Management from time to time in relation to code of conduct, security, discipline, leaves, holidays or any matters relating to training conditions which will be deemed as rules, regulations and orders in the part of these terms of training facility. You will abide by and be governed by the company regulations & corporate guidelines as well.
- 11.6 Your training is subject to satisfactory reference checks and clearance from any secrecy / service agreements that you may have executed, which could have a bearing on your working with us.
- 11.7 Your training is subject to your being found medically fit for employment.
- 11.8 This letter of offer Internship / training is based on the information furnished in your application for internship / training and during the interviews you had with us including the satisfactory reference checks and clearance from the agency deployed by the company. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your Internship / training is liable to be terminated without notice.
- 11.9 All matters pertaining to your training and compensation are strictly confidential and it should be treated as such. Any tax liability arising out of your compensation should be borne by you and it will be as per income Tax rules.
- 11.10 You acknowledge that you shall abide to the terms and conditions as laid under 'Prevention of Sexual Harassment Policy' of the company.

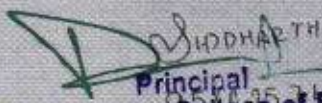
12. Procedure

Kindly return the duplicate copy of this letter, duly countersigned by you, in token of your acceptance of the terms and conditions stipulated herein.

We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

Giesecke & Devrient India Pvt. Ltd.
Human Resource Department


30/Nov/2022


Principal
Dronacharya College of Engg.
Farrukh Nagar - 121003



Giesecke+Devrient

Giesecke & Devrient India Private Limited
Plot 2, EHTP, Sector 34, Gurugram - 122001, Haryana, India

Mr. Harshit
C/o Tilak Raj, House No-96 L, New Colony, Gurgaon
Haryana-122001
harshitkumar7056@gmail.com
+917056520533

Gurugram, 25.11.2022

Subject: Contract for Training / Engagement

Dear Harshit,

With reference to your interview & discussions with us, we are pleased to inform that you are hereby engaged as a "Intern" in EOC Department".

This is to confirm the following terms upon which you are contracted as Trainee with us can be extended & reduced as per your performance and as per Management decision.

In the meantime please submit the following documents:-

- Attested copies of documents in support of educational/professional qualifications.
- Medical fitness certificate from the Doctor.
- Pre-employment verification report from local police station or character certificate from Gazetted officer.
- Photographs - 5 Nos.
- Adhaar ID or Adhaar Enrollment No.
- Identity Proof: Any of Two (i.e. Passport, Voter ID, Ration card, Driving License, IT Return, Adhar Cards / Enrollment no. PAN Card, Bank Statement, Electricity Bill, Land Telephone bill).

With kind regards
Giesecke & Devrient India Pvt. Ltd.
Human Resource Team


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506



Terms of Contract ;

1. **Tenure of Training** : 6 Months from date of joining
2. **Date of Joining** : 05th December, 2022
3. **Stipend** : INR 30000 per month
(subjected to Income tax, ESI & PF Act)

4. **Work Place for training period**

Your training will be held in Gurugram. The Company, further reserves the right to designate other places of work within India or abroad.

5. **Working Hours**

You will work during the training period, as per location's "Working Hours policy". The Company reserves the right to announce new working hours from time to time. However, the working hours and the holidays will be no bar for attending to urgent duties as may be necessary or prescribed by your superior authorities from time to time.

6. **Leaves**

You will be entitled to maximum 2 paid leaves per month, subjected to approval from your Manager. You must submit approved leave application to HR before going on leave. You cannot take more than 3 leaves at stretch.

There will be no accumulation or encashment of unused leave.

7. **Severability**

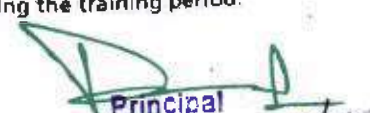
If any provision of this training offer letter is prohibited or rendered invalid or unenforceable, such prohibition, invalidity or unenforceability shall not affect the validity or enforceability of any other provisions and conditions of the training.

8. **Termination / Notice period**

Your employment will be subject to termination by 01 (one) month notice period on either side. Either party reserves the right to pay notice period salary in lieu of notice. Management reserves the right to increase or decrease notice period by a maximum of 1 month on the basis of business requirements. However if termination happens on account of any breach of services / employment on your part, the Company reserves the right to cancel the notice period pay.

9. **Confidentiality**

- 9.1 You shall keep Confidential all business / product / production secrets of the Company, including but not limited to information about the Company's activities, trainee/intern personal / professional data , product details, customers, jobs, projects and all other relevant business information of the Company. These obligations shall survive any termination of your contract.
- 9.2 You acknowledge that you may gain access to and possession of confidential information relating to the company during the term of your training.
- 9.3 You will not divulge to any outside persons or concerns any information and secrets connected with the company that you may come across during the training period.


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Farrukh Nagar - 125506



- 9.4 You will treat all matters relating to the company in strict confidence and not disclose them to outsiders except with the prior written authorization of the company. In particular, you are expected to maintain complete confidentiality in respect of work methods at the company, Systems developed / modified by the company for its clients and software developed or modified or acquired by the company.
- 9.5 You are not allowed to copy or sell the company's software packages outside without the company's prior permission. You acknowledge that conditions of this appointment are reasonable and necessary to protect disclosure of confidential information belonging to the company and any disclosing thereof will cause irreparable damages, hardship and injury to the company.
- 9.6 You acknowledge that your obligations relating to confidentiality survive the termination of your training and you will be liable to pay damages and be subject to injunctive or other relief for any breach of aforesaid obligation.
- 9.7 Intellectual Property Rights (IPR's) such as copyrights, patents, trademarks, secrets etc. with respect to any solution or product including any e-commerce solutions developed by you or your team while in the training period of the company shall remain in the exclusive ownership of the company and you shall have no right title or interest in respect of such IPR's.
- 9.8 Confidential information includes all IPR's, information regarding quality control, business, financial information, places, customers list, marketing data and any other information that are generally not known to the public.
- 9.9 As substantial amount of technical and other information will be obtained by you or will be available to you, you will appreciate that any information so obtained must not be communicated directly or indirectly to any person, firm, or company. You will therefore be agreed to sign a Secrecy Agreement of Non-Disclosure/Confidentiality.
- 9.10 Notwithstanding any other non-disclosure obligations imposed by the Company, you are not allowed to collect, disclose, provide access to or otherwise use personal data without authorization for any other purpose than the lawful achievement of the task for which the data is intended.
- 10. Compliance Clause**
The Employee agrees to, adopt the overall Compliance framework of the Company and adhere to Code of Conduct and all applicable company guidelines & instructions, as instituted by G&D group and adopted by the Company, such as Gifts and Invitation, Anti-Trust, Conflict of Interest and such other. The Employee agrees, to update himself / herself and to adhere to local laws and regulations as well as all applicable international and German laws and regulations, as communicated by the Company from time to time by way of explicit information or thru the training material, in particular concerning bribery, anti-corruption and fraud concerning government officials as well as private persons.
- 11. Others**
- 11.1 The company reserves the right to terminate your training subject to breach of the confidentiality clause stated in the offer of training letter as well as in the event of transgression of the rules and regulations of the company. However if termination happens on account of any breach of services / employment on your part, the Company reserves the right to cancel the notice period pay, if any.


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- 11.2 You are not entitled or demand for any facility, which has been provided by the company to regular employee of G&D India during the training period.
- 11.3 On the successful completion of your training period, you have to submit the report (Project Report) if applicable to the company within 15 days.
- 11.4 After completion of your training or at any time during the period of training, the company is not liable for any consideration what so ever which may exist for any kind of employment as permanent employee in G&D India or any subsidiaries of G&D in the world.
- 11.5 You will be bound by rules, regulations, guidelines and office orders enforced by the Management from time to time in relation to code of conduct, security, discipline, leaves, holidays or any matters relating to training conditions which will be deemed as rules, regulations and orders in the part of these terms of training facility. You will abide by and be governed by the company regulations & corporate guidelines as well.
- 11.6 Your training is subject to satisfactory reference checks and clearance from any secrecy / service agreements that you may have executed, which could have a bearing on your working with us.
- 11.7 Your training is subject to your being found medically fit for employment.
- 11.8 This letter of offer Internship / training is based on the information furnished in your application for internship / training and during the interviews you had with us including the satisfactory reference checks and clearance from the agency deployed by the company. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your Internship / training is liable to be terminated without notice.
- 11.9 All matters pertaining to your training and compensation are strictly confidential and it should be treated as such. Any tax liability arising out of your compensation should be borne by you and it will be as per income Tax rules.
- 11.10 You acknowledge that you shall abide to the terms and conditions as laid under 'Prevention of Sexual Harassment Policy' of the company.

12. Procedure

Kindly return the duplicate copy of this letter, duly countersigned by you, in token of your acceptance of the terms and conditions stipulated herein.

We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

Giesecke & Devrient India Pvt. Ltd.
Human Resource Department


Principal
Dronacharya College of Engg
Farrukh Nagar, Haryana
Kumar



Giesecke+Devrient

Giesecke & Devrient India Private Limited
Plot 2, EHTP, Sector 34, Gurugram - 122001, Haryana, India

Mr. Yash Sharma
S/o Rajender Prasad, Plot no -2, Gali No-8
Block -C, NBV Public School, Najafgarh, New Delhi -
110043
yashaggrishwaal@gmail.com
+918368983613

Gurugram, 25.11.2022

Subject: Contract for Training / Engagement

Dear Yash,

With reference to your interview & discussions with us, we are pleased to inform that you are hereby engaged as a "Intern" in EOC Department".

This is to confirm the following terms upon which you are contracted as Trainee with us can be extended & reduced as per your performance and as per Management decision.

In the meantime please submit the following documents:-

- Attested copies of documents in support of educational/professional qualifications.
- Medical fitness certificate from the Doctor.
- Pre-employment verification report from local police station or character certificate from Gazetted officer.
- Photographs - 5 Nos.
- Adhaar ID or Adhaar Enrollment No.
- Identity Proof: Any of Two (i.e. Passport, Voter ID, Ration card, Driving License, IT Return, Adhar Cards / Enrollment no. PAN Card, Bank Statement, Electricity Bill, Land Telephone bill).

With kind regards
Giesecke & Devrient India Pvt. Ltd.
Human Resource Team

Yash

[Signature]
Principal

Dronacharya College of Engg
Farrukh Nagar - 121508

Giesecke & Devrient India Private Limited, Corporate Office: Plot 2, EHTP, Sector 34, Gurugram - 122001, Haryana, India
P: +91 124 4599000, F: +91 124 4598121, 121, 123, www.gi-de.com
Management Board: Wolfgang Kriedemann, Alexander Senlaender, Gopi Natarajan, Christian Hofmann, Gerd R. J. Schmidt
Registered office: Plot 218, Block A, Okhla Industrial Area Phase-I, New Delhi - 110029
CIN: U74599DL2001PTC127080



Terms of Contract ;

1. **Tenure of Training** : 6 Months from date of joining
2. **Date of Joining** : 05th December, 2022
3. **Stipend** : INR 30000 per month
(subjected to Income tax, ESI & PF Act)

4. **Work Place for training period**

Your training will be held in Gurugram. The Company, further reserves the right to designate other places of work within India or abroad.

5. **Working Hours**

You will work during the training period, as per location's "Working Hours policy". The Company reserves the right to announce new working hours from time to time. However, the working hours and the holidays will be no bar for attending to urgent duties as may be necessary or prescribed by your superior authorities from time to time.

6. **Leaves**

You will be entitled to maximum 2 paid leaves per month, subjected to approval from your Manager. You must submit approved leave application to HR before going on leave. You cannot take more than 3 leaves at stretch.

There will be no accumulation or encashment of unused leave.

7. **Severability**


If any provision of this training offer letter is prohibited or rendered invalid or unenforceable, such prohibition, invalidity or unenforceability shall not affect the validity or enforceability of any other provisions and conditions of the training.

8. **Termination / Notice period**

Your employment will be subject to termination by 01 (one) month notice period on either side. Either party reserves the right to pay notice period salary in lieu of notice. Management reserves the right to increase or decrease notice period by a maximum of 1 month on the basis of business requirements. However if termination happens on account of any breach of services / employment on your part, the Company reserves the right to cancel the notice period pay.

9. **Confidentiality**

- 9.1 You shall keep Confidential all business / product / production secrets of the Company, including but not limited to information about the Company's activities, trainee/intern personal / professional data, product details, customers, jobs, projects and all other relevant business information of the Company. These obligations shall survive any termination of your contract.
- 9.2 You acknowledge that you may gain access to and possession of confidential information relating to the company during the term of your training.
- 9.3 You will not divulge to any outside persons or concerns any information and secrets connected with the company that you may come across during the training period.


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Farrukh Nagar - 201306





- 9.4 You will treat all matters relating to the company in strict confidence and not disclose them to outsiders except with the prior written authorization of the company. In particular, you are expected to maintain complete confidentiality in respect of work methods at the company, Systems developed / modified by the company for its clients and software developed or modified or acquired by the company.
- 9.5 You are not allowed to copy or sell the company's software packages outside without the company's prior permission. You acknowledge that conditions of this appointment are reasonable and necessary to protect disclosure of confidential information belonging to the company and any disclosing thereof will cause irreparable damages, hardship and injury to the company.
- 9.6 You acknowledge that your obligations relating to confidentiality survive the termination of your training and you will be liable to pay damages and be subject to injunctive or other relief for any breach of aforesaid obligation.
- 9.7 Intellectual Property Rights (IPR's) such as copyrights, patents, trademarks, secrets etc. with respect to any solution or product including any e-commerce solutions developed by you or your team while in the training period of the company shall remain in the exclusive ownership of the company and you shall have no right title or interest in respect of such IPR's.
- 9.8 Confidential information includes all IPR's, information regarding quality control, business, financial information, prices, customers list, marketing data and any other information that are generally not known to the public.
- 9.9 As substantial amount of technical and other information will be obtained by you or will be available to you, you will appreciate that any information so obtained must not be communicated directly or indirectly to any person, firm, or company. You will therefore be agreed to sign a Secrecy Agreement of Non-Disclosure/Confidentiality.
- 9.10 Notwithstanding any other non-disclosure obligations imposed by the Company, you are not allowed to collect, disclose, provide access to or otherwise use personal data without authorization for any other purpose than the lawful achievement of the task for which the data is intended.

10. Compliance Clause

The Employee agrees to, adopt the overall Compliance framework of the Company and adhere to Code of Conduct and all applicable company guidelines & instructions, as instituted by G&D group and adopted by the Company, such as Gifts and Invitation, Anti-Trust, Conflict of Interest and such other. The Employee agrees, to update himself / herself and to adhere to local laws and regulations as well as all applicable international and German laws and regulations, as communicated by the Company from time to time by way of explicit information or thru the training material, in particular concerning bribery, anti-corruption and fraud concerning government officials as well as private persons.

11. Others

- 11.1 The company reserves the right to terminate your training subject to breach of the confidentiality clause stated in the offer of training letter as well as in the event of transgression of the rules and regulations of the company. However if termination happens on account of any breach of services / employment on your part, the Company reserves the right to cancel the notice period pay, if any.

Vash

[Signature]
Principal
Dronacharya College of Engg
Farukh Nagar - 121006



- 11.2 You are not entitled or demand for any facility, which has been provided by the company to regular employee of G&D India during the training period.
- 11.3 On the successful completion of your training period, you have to submit the report (Project Report) if applicable to the company within 15 days.
- 11.4 After completion of your training or at any time during the period of training, the company is not liable for any consideration what so ever which may exist for any kind of employment as permanent employee in G&D India or any subsidiaries of G&D in the world.
- 11.5 You will be bound by rules, regulations, guidelines and office orders enforced by the Management from time to time in relation to code of conduct, security, discipline, leaves, holidays or any matters relating to training conditions which will be deemed as rules, regulations and orders in the part of these terms of training facility. You will abide by and be governed by the company regulations & corporate guidelines as well.
- 11.6 Your training is subject to satisfactory reference checks and clearance from any secrecy / service agreements that you may have executed, which could have a bearing on your working with us.
- 11.7 Your training is subject to your being found medically fit for employment.
- 11.8 This letter of offer Internship / training is based on the information furnished in your application for Internship / training and during the interviews you had with us including the satisfactory reference checks and clearance from the agency deployed by the company. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your Internship / training is liable to be terminated without notice.
- 11.9 All matters pertaining to your training and compensation are strictly confidential and it should be treated as such. Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax rules.
- 11.10 You acknowledge that you shall abide to the terms and conditions as laid under 'Prevention of Sexual Harassment Policy' of the company.

12. Procedure

Kindly return the duplicate copy of this letter, duly countersigned by you, in token of your acceptance of the terms and conditions stipulated herein.

We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

Giesecke & Devrient India Pvt. Ltd.
Human Resource Department

Principal
Dronacharya College of Engg
Farrukh Nagar - 121306



Giesecke+Devrient

Giesecke & Devrient India Private Limited
Plot 2, EHTP, Sector 34, Gurugram - 122001, Haryana, India

Ms. Chandani Yadav
D/o Ramesh Chandra Yadav
H.NO 10, Near BPL Colony, Tikli, Gurgaon, Haryana
yadavchandani2001@gmail.com
+917827460184

Gurugram, 25.11.2022

Subject: Contract for Training / Engagement

Dear Chandani,

With reference to your interview & discussions with us, we are pleased to inform that you are hereby engaged as a "Intern" in EOC Department".

This is to confirm the following terms upon which you are contracted as Trainee with us can be extended & reduced as per your performance and as per Management decision.

In the meantime please submit the following documents:-

- Attested copies of documents in support of educational/professional qualifications.
- Medical fitness certificate from the Doctor.
- Pre-employment verification report from local police station or character certificate from Gazetted officer.
- Photographs - 5 Nos.
- Adhaar ID or Adhaar Enrollment No.
- Identity Proof: Any of Two (i.e. Passport, Voter ID, Ration card, Driving License, IT Return, Adhar Cards / Enrollment no. PAN Card, Bank Statement, Electricity Bill, Land Telephone bill).

With kind regards
Giesecke & Devrient India Pvt. Ltd.
Human Resource Team

Chandani


Principal
Dronacharya College of Engg
Farrukh Nagar - 125006



Terms of Contract :

1. **Tenure of Training** : 6 Months from date of joining
2. **Date of Joining** : 05th December, 2022
3. **Stipend** : INR 30000 per month
(subjected to Income tax, ESI & PF Act)

4. **Work Place for training period**

Your training will be held in Gurugram. The Company, further reserves the right to designate other places of work within India or abroad.

5. **Working Hours**

You will work during the training period, as per location's "Working Hours policy". The Company reserves the right to announce new working hours from time to time. However, the working hours and the holidays will be no bar for attending to urgent duties as may be necessary or prescribed by your superior authorities from time to time.

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You will be entitled to maximum 2 paid leaves per month, subjected to approval from your Manager. You must submit approved leave application to HR before going on leave. You cannot take more than 3 leaves at stretch.

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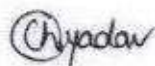
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Farrukh Nagar - 120503



- 9.4 You will treat all matters relating to the company in strict confidence and not disclose them to outsiders except with the prior written authorization of the company. In particular, you are expected to maintain complete confidentiality in respect of work methods at the company, Systems developed / modified by the company for its clients and software developed or modified or acquired by the company.
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- 11. Others**
- 11.1 The company reserves the right to terminate your training subject to breach of the confidentiality clause stated in the offer of training letter as well as in the event of transgression of the rules and regulations of the company. However if termination happens on account of any breach of services / employment on your part, the Company reserves the right to cancel the notice period pay, if any.

Chyadav


Principal
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Farrukh Nagar - 120600



- 11.2 You are not entitled or demand for any facility, which has been provided by the company to regular employee of G&D India during the training period.
- 11.3 On the successful completion of your training period, you have to submit the report (Project Report) if applicable to the company within 15 days.
- 11.4 After completion of your training or at any time during the period of training, the company is not liable for any consideration what so ever which may exist for any kind of employment as permanent employee in G&D India or any subsidiaries of G&D in the world.
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- 11.9 All matters pertaining to your training and compensation are strictly confidential and it should be treated as such. Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax rules.
- 11.10 You acknowledge that you shall abide to the terms and conditions as laid under 'Prevention of Sexual Harassment Policy' of the company.

12. Procedure

Kindly return the duplicate copy of this letter, duly countersigned by you, in token of your acceptance of the terms and conditions stipulated herein.

We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

Giesecke & Devrient India Pvt. Ltd.
Human Resource Department

Chyadar

Principal
Dronacharya College of Engg.
Farrukh Nagar - 120506



Fortinet Technologies India Private Limited

August 22, 2022 EMPLOYMENT AGREEMENT

EMPLOYER: Fortinet Technologies India Private Limited, hereafter to be referred to as the Employer ("the Employer" or the "Company")

AND

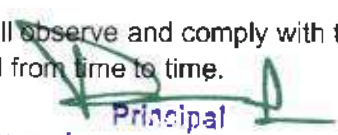
EMPLOYEE: Mr. Nishant Ranjan, herein after to be referred to as the "Full-Time" Employee ("the Employee").

This Agreement sets out the terms and conditions of the Employee's employment with the Employer. This Agreement constitutes an offer for employment until executed by the Employee and received by the Employer. This employment agreement is based in accordance with Indian labour law.

IT IS HEREBY AGREED AS FOLLOWS:

1. COMMENCEMENT OF EMPLOYMENT

- The Employee is employed by the Company for its representative office in India, in the function of **Security Engineer 1**. Employee's employment with the Employer will commence on **Monday, August 22, 2022** and will continue thereafter until terminated in accordance with Clause 10 of this Agreement. This position is a fulltime job upon the successful completion of six (6) full months of probationary period.
- Employee shall at all times faithfully and diligently perform such duties and exercise such powers as are consistent with Employee's position-and as may from time to time be assigned to or vested in Employee by the Employer.
- Employee agrees to perform other duties for the Employer in addition to, or in substitution for, those set out in Clause 1.2 of this Agreement or those that are considered Employee's usual duties (provided always that, in the reasonable opinion of the Employer, they are consistent with the status of Employee's position and are within Employee's capabilities). The Company reserves the right to change the Employee's title, and/or duties, compensation, assignments, responsibilities and/or location at any time in accordance with the Company's business needs. These provisions expressly supersede any previous representations, oral or written. However, any changes to the employee's role or compensation will be agreed upon in writing by both parties.
- During the Employee's employment, the Employee will observe and comply with the Employer's rules, regulations and directives as issued from time to time.


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Farrukh Nagar - 123506

- The Employee will be reporting to the **VP, Engineering - EASM**, currently **Muslim Koser**. The Company reserves the right to change the Employee's reporting manager at any time, at its sole discretion, and in accordance with the Company's business needs

2. SALARY

- Employee will be paid a gross annual remuneration of **1,300,000.08 INR** subject to appropriate deductions, the break-up of which is outlined in Addendum 1. Employee's remuneration shall be subject to an annual review in accordance with Employer policy, at the sole discretion of the Employer.
- In addition to the gross annual remuneration stated in 2.1, the Company will pay contributions to the Provident Fund as per applicable law.
- All business expenses incurred by the Employee in carrying out the Employee's duties, shall upon submission to the Company of written evidence of such expenses or vouchers to the reasonable satisfaction of the Company be paid or reimbursed by the Company to the Employee on a monthly basis.

2. HOURS OF WORK

- The Employee will be required to work, from Monday to Friday, the hours of 9:00am to 6:00pm, as are necessary to suit the Company's clients' requirements and for proper discharge of the Employee's duties. The Employee is expected to work not less than forty (40) hours each week, and if necessary, for additional hours as might be required for performing the Employee's duties competently and to meet the Company's requirements.

*If you are working in Customer Service, Sales or TAC these will change as per the business requirement and you will be compensated as per the allowance policy of the company.

3. HOLIDAYS & BENEFITS

- The employee is entitled to all official Public Holidays as declared in the location where Employee is executing Employee's duties. *If you are working in Customer Service, Sales or TAC these will change as per the business requirement and you will be compensated as per the allowance policy of the company.



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- The Employee shall be entitled to 18 days of Paid Time Off / Earned Leaves in a calendar year, prorated for the remainder of this calendar year, to be taken at such time or times as is convenient to both the Employee and the Company. Paid personal

time off will be earned on a pro-rated basis. Policies relating to such leave may be notified by the Company and will be binding on the Employee. *If you are working in Customer Service, Sales or TAC these will change as per the business requirement and you will be compensated as per the allowance policy of the company.

- The Employee shall be entitled to 12 days of leave for illness, injury or other incapacity in a calendar year. Seven (7) of these days may be used as sick leave or casual leave and the remaining five (5) days must only be used as sick leave in accordance with and pursuant to the Company's standard policies and procedures. *If you are working in Customer Service, Sales or TAC these will change as per the business requirement and you will be compensated as per the allowance policy of the company.
- The Employee may be eligible for other leaves in accordance with and pursuant to the Company's standard policies and procedures.
- You will be provided with group medical insurance benefits, accident insurance benefits and term life insurance benefits as provided in the Company's benefits plans. These benefits may change from time to time.

4. DUTIES AND OTHER ACTIVITIES

- The Employee shall in all respects carry out and use his/her best endeavors in carrying out the objects of the Company and protect its interest in all things to the best of his/her ability and judgment and devote the whole of Employee's time and attention to the business of the Company
- The Employee is not allowed to undertake other business activities, except with the prior written consent of the Company, and whether or not the Employee receives financial compensation for these activities.
- The Employee shall at no time during the term of this Agreement take any action or make any statement that could discredit the reputation of the Company, its representatives, members, officers, agents, etc. or the Company's products or services.


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Gurgaon - 123506

- The Employee is required to follow all policies and procedures adopted from time to time by the Company, and to comply with any direction given to him/her by his/her manager or other members of Company management. The Company reserves the right to change these policies and procedures at any time at its sole discretion.

5. PLACE OF WORK

- The Employee will be based out of **India-Pune**.
- The Employee may be transferred by the Company, at the Company's sole discretion and in accordance with Company need or direction, in such capacity as the Company may, from time to time, determine anywhere in India or abroad. Such transfers will not create for the Employee any right to ask for revision in salary or other terms and conditions of service.

6. RULES AND REGULATIONS

- The Employee shall, in addition to the terms and conditions of employment specifically stated herein, also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by the Company from time to time.
- The Employee shall also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable from time to time.

7. CONFIDENTIALITY

- The Employee shall not during his/her employment (except in the proper performance of his/her duties) nor at any time after its termination directly or indirectly use or disclose to any person or association, any trade secret or confidential information concerning the business of the Company and its personnel, without the written authorization of the Company.
- The Employee hereby acknowledges that any violation of this confidentiality during his/her employment will subject him/her to dismissal based on gross misconduct as referred to under Clause 10.3 below.


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8. PROPRIETARY AND INVENTIONS AGREEMENT

The Employee is required to sign the Company's Proprietary and Inventions Agreement, attached hereto as Annexure "A" to the Agreement, prior to being employed with the Company. The Proprietary and Inventions Agreement states that the Employee agrees that if while performing his/her duties, the Employee produces a patentable or non-patentable invention or creates any drawings, models, methods, programs, formulae or processes relating to the activities, projects or research of the Company and which may be protected by law, all intellectual and/or industrial

property rights resulting there from shall belong to the Company as a right.

9. TERMINATION OF EMPLOYMENT

- The employment granted under this Agreement is for an indefinite term, and such employment may be terminated at any time either by the Employee or by the Company in accordance with Clauses 10.2 and 10.3 below. In accepting employment by Company, the Employee has not relied and will not rely on any statements or representations, whether oral or in writing, by any officers, employees or agents of Company concerning the duration or term of employment, grounds and procedures for discharge or termination of employment, or any other terms and conditions of employment except those specifically stated in writing and signed by both the Employee and an authorized officer of Company.
- Notwithstanding any other provision of this Agreement, this Agreement may be terminated by either Party by providing Sixty (60) days prior written notice to the other Party, or by payment of pro-rated compensation under Clause 2.1, in lieu of notice in case of termination of employment by the Company.
- This Agreement may be terminated by the Company without notice or payment in lieu of notice if it has reasonable grounds to believe that the Employee is guilty of misconduct or negligence or has committed any breach of this Agreement. Termination of the Agreement under this sub-paragraph would be without prejudice to:
 - a) The Company's right to claim the actual damages it has suffered through this breach; and
 - b) Any other relief to which the Company may be entitled under contract, law or equity.


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- Misconduct will include without limitation:
 - a) Absence from service without prior notice in writing, or without sufficient cause, for seven days or more;
 - b) Going on, or abetting a strike in contravention of any law;
 - c) Causing damage to, or misappropriation of the property of the Company;
 - d) Disclosure of any information that the Company may consider confidential;
 - e) Violation of the terms and conditions of this Agreement and/or the Addendum, Exhibits or Annexures attached hereto;
 - f) Violation of any of the applicable Company policies;
 - g) Willful insubordination or disobedience, whether alone or in combination with others, to any lawful and reasonable order of a superior;
 - h) Theft, fraud, or dishonesty in connection with the Employer's business or property;
 - i) Taking or giving bribes or any illegal gratification;
 - j) Habitual late attendance;
 - k) Habitual breach of any law applicable to the establishment;
 - l) Riotous or disorderly behavior during working hours at the establishments or any act subversive of discipline;
 - m) Habitual negligence or neglect of work;
 - n) Frequent repetition of any act or omission;


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- o) Sexual harassment which includes such unwelcome sexually determined behaviour (whether directly or by implication) as—
- i. physical contact and advances; or ii. a demand or request for sexual favours; or iii. sexually coloured remarks; or iv. showing pornography; or any other unwelcome physical, verbal or non-verbal conduct of sexual nature.
- Upon death of an Employee, employment is deemed terminated.
 - In the event of termination of this Agreement, the employment of the Employee with the Company will cease and the provisions of this Agreement (other than the provisions of Clauses 8, 9 and 11.1) shall not have any further effect. On termination, the Company shall not have any further liability to the Employee other than for remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
 - Immediately upon any termination of the Employees employment hereunder, the Employee shall return to the Company all property of the Company heretofore provided to the Employee by the Company, or otherwise in the custody, possession or control of Employee.
 - Notwithstanding any provision of this Agreement to the contrary, no termination of this Agreement or of Employee's employment for any reason whatsoever shall in any manner operate to terminate, limit or otherwise affect the Company's ownership of any of the rights, properties privileges granted to the Company hereunder and under the Proprietary Information and Invention Agreement.
 - Upon termination of employment for any reason, the Employee hereby grants consent to notification by the Company to any subsequent employer about rights and obligations under this Agreement that survive termination of this Agreement.

10. NON-SOLICITATION AND NON-COMPETE

- The Employee agrees and acknowledges that the services to be rendered to the Company have a significant and material value to the Company, the loss of which cannot adequately be compensated by damages alone. In view of the significant and material value to the Company of services for which the Company has employed the

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Employee; and the confidential information obtained by or disclosed to the Employee; and as a material inducement to the Company to employ the Employee, the Employee covenants and agrees as follows:

During the term of his/her employment with the Company and for a period of twelve (12) months after the Employee ceases to be employed by the Company, the

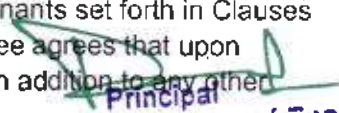
Employee shall not work within India directly or indirectly, either on his/her own account or as a partner, shareholder (other than shares regularly traded in a recognized market), officer, employee, agent or otherwise be employed by, connected with, participate in, consult or otherwise associate with any other business, enterprise or venture that is the same as, similar to or competitive with the Company.

The Employee shall not solicit for employment or be employed, as either employee or contractor, by any client or customer of the Company (direct or indirect) for whom the Employee has performed or is performing services directly or indirectly (by using an intermediary or otherwise) without the written consent of the Company, for a period of twelve (12) months after the date of termination of employment.

- The Employee confirms that he/she has carefully read and considered the provisions of Clause 11.1 above and having done so, the Employee agrees that the restrictions set forth therein (including, but not limited to, the time period of restriction and the geographical areas of restrictions) are fair and reasonable and are reasonably required for the protection of the interests of the Company, its officers, directors, shareholders and other employees.
- In the event that any provision of Clause 11.1 above relating to time period and/or areas of restriction shall be declared by a court of competent jurisdiction to exceed the maximum time period or areas such court deems reasonable and enforceable, the agreed upon time period and/or areas of restriction shall be deemed to become and thereafter be the maximum time period and/or areas which such court deems reasonable and enforceable.

11. REMEDIES FOR BREACH

- The Employee agrees that it would be impossible or inadequate to measure and calculate Company's damages from any breach of the covenants set forth in Clauses 8.1, 9 and 11.1 of this Agreement. Accordingly, the Employee agrees that upon breach of such Clauses, the Company will have available, in addition to any other


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right or remedy available, the right to obtain an injunction from a court of competent jurisdiction restraining such breach or threatened breach in the form of a restraining order, injunction, and to specific performance of any such provision of this Agreement. The Employee further agrees that no bond or other surety shall be required in order to obtain such relief and the Employee hereby consents to the issuance of such injunction and to any order of specific performance. Furthermore, the Employee agrees that the Company shall be entitled to an accounting and repayment of all profits, compensation, commissions, remuneration or benefits which the Employee directly or indirectly has realized and/or may realize as a result of, growing out of or in connection with any such violation, such remedy shall be in

addition to and not in limitation of any injunctive relief or other rights or remedies to which the Company is or may be entitled to law or in equity or under this Agreement.

- In addition to what is stated within this Employment Agreement, the Employee expressly agrees that should the Employee breach any term of this Agreement, the Employee will be liable for all litigation costs, including but not limited to attorney's fees, associated with the legal proceedings resulting from such violation as well as recruitment cost.

12. DATA PRIVACY PROVISIONS

- The Employee consents to the procurement, maintenance and processing of personal data relating to the Employee by the Company. In particular, the Employee consents to:
 - a) the procurement, maintenance and processing of sensitive personal data about the Employee; and
 - b) the transfer worldwide of personal data held about the Employee by the Company to other employees and offices of the Company and its group companies and affiliates worldwide and to insurance agencies and third parties where disclosure to such third parties is required in the normal course of business or by law.
- The reference to information "relating to the Employee" or "about the Employee" include references to information about third parties such as the spouse, children and parents (if any) of the Employee which the Employee provides to the Company on their behalf. The reference to "personal data" includes any information that relates to a natural person, which, either directly or indirectly, in combination with other information available or likely to be available with a body corporate, is capable of identifying such person. The reference to "sensitive personal data or information"

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includes personal data which consists of information relating to: (i) passwords; (ii) financial information such as bank account or credit card or debit card or other payment instrument details; (iii) physical, physiological and mental health condition; (iv) medical records and history; (v) biometric information; (vi) any detail relating to the above points.


- The Employee shall treat as confidential, any personal data to which the Employee has access in the course of employment in accordance with Company policies and procedures. In particular, the Employee will not use any such data other than in connection with and to the extent necessary for the purposes of his/her employment with the Company.

13. PAST RECORDS

The Company reserves its rights to make appropriate inquiries into the records of the Employee and verify the information provided to it. In case any information furnished by the Employee to the Company proves to be false or if the Employee is found to have willfully suppressed any material information, in such case, the Employee will be liable to be terminated from the services of the Company with immediate effect without any notice or compensation whatsoever, under Clause 10.3 of this Agreement.

14. COMPLIANCE WITH APPLICABLE LAWS

- a) You agree to comply both in letter and in spirit, with all applicable laws, regulations, rules and regulatory orders in the cities, states and countries in which the Company operates or you perform services for the Company including but not limited to bribery laws such as the Prevention of Corruption Act of 1988, the UK Bribery Act 2010, and the United States Foreign Corrupt Practices Act. Violations of laws, regulations, rules and orders may subject you to individual criminal or civil liability, in addition to disciplinary action by the Company including termination
- b) Without limiting the generality of the foregoing, you represent and warrant that you have not, and shall not at any time during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any government official, political party, candidate for political office, or public international organization; or (ii) any other person, firm, corporation or other entity, with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party or candidate for political office, or public international organization, for the


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purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business. You further represent and warrant that you have not, and shall not during your employment with the Company, pay, give, offer or promise to pay or give, accept, or promise to accept any money or any other thing of value, directly or indirectly, to or from any person or entity, public or private, located anywhere in the world, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

15. MISCELLANEOUS

- This Agreement is governed by and construed in accordance with the laws of India and any dispute relating hereto shall be subject to the non-exclusive jurisdiction of Courts at Bangalore India.
- This Agreement cancels and is in substitution for all previous letters, agreements and arrangements, whether oral or in writing, relating to the Employee's employment with the Company.
- The various provisions and sub-provisions of this Agreement are severable and if any provision or sub-provision or identifiable part thereof is held to be invalid or unenforceable by any court of competent jurisdiction, then such invalidity or unenforceability will not affect the validity or enforceability of the remaining provisions or sub-provisions or identifiable parts thereof in this Agreement.
- The failure by the Company at any time to insist on performance of any provision of the agreement set out in this letter is not a waiver of its right at any later time to insist on performance of that or any other provision of the agreement set out in this letter.

IN WITNESS WHEREOF the parties hereto executed two copies of this Employment Agreement on the dates set out below.

Sonali Ramaiah

BY:
Sonali Ramaiah
Director Human Resources

EMPLOYEE:

DATE:


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Enclosure: Proprietary information and Invention agreement.
Proprietary, Confidential, Trade secret of former employee
Email/ Internet policy
Equipment policy
Personal data policy

ANNEXURE "A" PROPRIETARY INFORMATION AND INVENTIONS ASSIGNMENT AGREEMENT

The following agreement ("Agreement") confirms certain terms of my employment with **Fortinet Technologies India Private Limited** (hereafter referred to as the "Company") and is a material part of the consideration for my employment by the Company and the compensation received by me from the Company from time to time. The headings contained in this Agreement are for convenience only, have no legal significance, and are not intended to change or limit this Agreement in any matter whatsoever.

A. Definitions

1. The "Company"

As used in this Agreement, the "Company" refers to **Fortinet Technologies India Private Limited** and each of its subsidiaries or affiliated companies. I recognize and agree that my obligations under this Agreement and all terms of this Agreement apply to me regardless of whether I am employed by or work for **Fortinet Technologies India Private Limited** or any other subsidiary or affiliated company of **Fortinet Technologies India Private Limited**. Furthermore, I understand and agree that the terms of this Agreement will continue to apply to me even if I transfer at some time from one subsidiary or affiliate of the Company to another.

2. "Proprietary Information"

I understand that the Company possesses and will possess Proprietary Information, which is important to its business. For purposes of this Agreement, "Proprietary Information" is information that was or will be developed, created, or discovered by or on behalf of the Company, or which became or will become known by, or was or is conveyed to the Company, which has commercial value in the Company's business.

"Proprietary Information" includes, but is not limited to information about software programs and subroutines, source and object code, algorithms, trade secrets, designs, technology, know-how, processes, data, ideas, techniques, inventions (whether patentable or not), works of authorship, formulas, business and product development plans, customer lists, terms of compensation and performance levels of Company employees, Company customers and other information concerning the Company's actual or anticipated business, research or development, production, manufacturing and engineering processes, prices and pricing structures, marketing and sales information, product lines and any information and materials relating thereto, or which is received in confidence by or for the Company from any other person, whether or not it is in written or permanent form. I understand that my employment creates a relationship of confidence and trust between the Company and me with respect to Proprietary Information, and I


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acknowledge that any unauthorized use or disclosure of the Proprietary Information by me or anyone through me may result in significant damage to the Company.

3. "Company Documents and Materials"

I understand that the Company possesses or will possess "Company Documents and Materials" which are important to its business. For purposes of this Agreement, "Company Documents and Materials" are documents or other media or tangible items that contain or embody Proprietary Information or any other information concerning the business, operations or plans of the Company, whether such documents, media or items have been prepared by me or by others. "Company Documents and Materials" include, but are not limited to, blueprints, drawings, photographs, charts, graphs, notebooks, customer lists, computer disks, tapes or printouts, sound recordings and other printed, typewritten or handwritten documents, sample products, prototypes and models.

B. Assignment of Rights

All Proprietary Information and all patents, patent rights, copyrights, trade secret rights, trademark rights and other rights (including, without limitation, intellectual property rights) anywhere in the world in connection therewith arising from, or created, produced or developed by me, either jointly with others or alone in the course of my employment by the Company, is and shall be the sole and exclusive property of the Company. I hereby irrevocably, perpetually and unconditionally assign, on a worldwide and royalty-free basis to the Company, and waive in favor of the Company any and all rights, title and interest I may have or acquire in such Proprietary Information.

At all times, both during my employment by the Company and after its termination, I will keep in confidence and trust, and will not use or disclose any Proprietary Information or anything relating to it without the prior written consent of an authorized officer of the Company, except as may be necessary in the ordinary course of performing my duties to the Company.

C. Maintenance and Return of Company Documents and Materials

I agree to make and maintain adequate and current written records, in a form specified by the Company, of all inventions, trade secrets and works of authorship assigned or to be assigned to the Company pursuant to this Agreement. All Company Documents and Materials are and shall be the sole property of the Company.

I agree that during my employment by the Company, I will not remove any Company


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Documents and Materials from the business premises of the Company or deliver any Company Documents and Materials to any person or entity outside the Company, except as I am required to do in connection with performing the duties of my employment. I further agree that, immediately upon the termination of my employment by me or by the Company for any reason, or during my employment if so requested by the Company, I

will return or procure the return of all Company Documents and Materials, apparatus, equipment and other physical property, or any reproduction of such property that are in my possession, custody or control.

D. Disclosure of Inventions to the Company

I will promptly disclose in writing to my immediate supervisor, or to such other person designated by the Company, all Inventions made or discovered or conceived or reduced to practice or developed by me, either alone or jointly with others, during the term of my employment. As used in this Agreement, "Inventions" includes, without limitation, all software programs or subroutines, source or object code, algorithms, improvements, inventions, works of authorship, trade secrets, technology, designs, formulas, ideas, processes, techniques, know-how and data, whether or not patentable made or conceived or first reduced to practice or created by me, either alone or jointly with others, during the period of my employment by the Company, whether or not in the course of my work for the Company.

I will also promptly disclose to the Managing Director of the Company all Inventions made, discovered, conceived, reduced to practice, or developed by me within six (6) months after the termination of my employment with the Company which resulted, in whole or in part, from my prior employment by the Company. Such disclosures shall be received by the Company in confidence (to the extent such Inventions are not assigned to the Company pursuant to Section (E) below) and do not extend the assignment made in Section (E) below.

E. Right to New Ideas

1. Assignment of Inventions to the Company

I agree that all Inventions which I make, discover, conceive, reduce to practice or develop (in whole or in part, either alone or jointly with others) during my employment with the Company, shall be the sole property of the Company.


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2. Works Made for Hire

The Company shall be the sole owner of all patents, patent rights, copyrights, trade secret rights, trademark rights and all other intellectual property or other rights in connection with Inventions. I further acknowledge and agree that such Inventions, including, without limitation, any computer programs, programming documentation, and other works of authorship, are "works made for hire" for purposes of the Company's rights under copyright laws-including Section 17 of the Indian Copyright Act, 1957. To the extent all rights in an Invention do not automatically vest in the Company, I hereby assign on a perpetual, worldwide and royalty free basis, to the Company any and all rights, title and interest I may have or acquire in such

Inventions. To the extent that my rights are inalienable under any applicable law, I hereby waive such rights and if such waiver is deemed unenforceable, I hereby grant the Company the exclusive, perpetual, irrevocable, world-wide and royalty-free right to use, market and modify such Proprietary Information and/or Invention without identifying me or seeking my prior consent.

If in the course of my employment with the Company, I incorporate into a Company product, process or machine a prior Invention owned by me or in which I have interest, the Company is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, sub-licensable, worldwide license to make, have made, modify, use, market, sell and distribute such prior Invention as part of, or in connection with such product, process or machine.

3. Cooperation

I agree to perform, during and after my employment, all acts deemed necessary or desirable by the Company to permit and assist it, at the Company's expense, in further evidencing and perfecting the assignments made to the Company under this Agreement and in obtaining, maintaining, defending and enforcing patents, patent rights, copyrights, trademark rights, trade secret rights or any other rights in connection with such Inventions and improvements thereto in any and all countries. Such acts may include, but are not limited to, execution of documents, making filings and applications before the appropriate authorities, and assistance or cooperation in legal proceedings. I hereby irrevocably designate and appoint the Company and its duly authorized officers and agents, as my agents and attorney-in-fact to act for and on my behalf and instead of me, to execute and file any documents, applications or related findings and to do all other lawfully permitted acts to further the purposes set forth above in this Subsection (3), including, without limitation, the perfection of assignment and the prosecution and issuance of patents, patent applications, copyright applications and registrations, trademark applications and registrations or other rights in connection with such Inventions and improvements thereto with the same legal force and effect as if executed by me.


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4. Assignment or Waiver of Moral Rights

Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as "moral rights" (collectively "Moral Rights"). To the extent such Moral Rights cannot be assigned under applicable law, I hereby waive such Moral Rights and consent to any action of the Company that would violate such Moral Rights in the absence of such consent.

5. List of Inventions

I have attached hereto as Exhibit A, a complete list of all Inventions or improvements to which I claim ownership and that I desire to remove from the operation of this Agreement, and I acknowledge and agree that such list is complete. If no such list is attached to this Agreement, I represent that I have no such inventions or improvements at the time of signing this Agreement.

F. Former Employer Information

I represent that my performance of all the terms of this Agreement and as an employee of the Company does not, and will not breach any agreement to keep in confidence, proprietary information, knowledge or data acquired by me in confidence or in trust prior to my employment by the Company, and I will not disclose to the Company or induce the Company to use any confidential or proprietary information or material belonging to any previous employers or others and which are not generally available to the public. I have not entered into and I agree I will not enter into any agreement, either written or oral, in conflict herewith or in conflict with my employment with the Company. I further agree to conform to the rules and regulations of the Company.

G. Severability

I agree that if one or more provisions of this Agreement are held to be unenforceable under applicable law, such provisions shall be excluded from this Agreement and the balance of the Agreement shall be interpreted as if such provision were so excluded and shall be enforceable in accordance with its terms.

H. Authorization to Notify New Employer

I hereby authorize the Company to notify my new employer about my rights and obligations under this Agreement following the termination of my employment with the Company.


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I. Breach of the Agreement

I understand that in the event of breach of this Agreement by me, the Company may suffer irreparable harm, and shall be entitled to injunctive relief and/or specific performance to enforce this Agreement.

J. Entire Agreement

This Agreement set forth the entire agreement and understanding between the Company and me relating to the subject matter herein, and merges all prior discussions between us, including but not limited to any and all statements made by any officer, employee or representative of the Company regarding the Company's financial condition or future prospects. I understand and acknowledge that, except as set forth in this Agreement from the Company to me, (i) no other representation or inducement has been made to me, (ii) I have relied on my own judgment and investigation in accepting my employment with the Company, and (iii) I have not relied on any representation or inducement made by any officer, employee or representative of the Company. No modification of, or amendment to this Agreement, nor any waiver of any rights under this Agreement will be effective unless it is in writing, signed by the Managing Director of the Company (or any other officer of the Company duly authorized in this respect) and me. I understand and agree that any subsequent change or changes in my duties, salary or compensation will not affect the validity or scope of this Agreement.

K. Effective Date

This Agreement shall be effective as of the first day of my employment with the Company and shall be binding upon me, my heirs, executor, assigns and administrators and shall inure to the benefit of the Company, its subsidiaries, successors and assigns.

L. Governing Law

This Agreement shall be interpreted and enforced in accordance with the laws of India, not including its principles of private international law.


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I HAVE READ THIS AGREEMENT CAREFULLY AND I UNDERSTAND AND ACCEPT THE OBLIGATIONS WHICH IT IMPOSES UPON ME WITHOUT RESERVATION. NO PROMISES OR REPRESENTATIONS HAVE BEEN MADE TO ME TO INDUCE ME TO SIGN THIS AGREEMENT. I SIGN THIS AGREEMENT VOLUNTARILY AND FREELY.

Employee Signature
Nishant Ranjan

Date

EXHIBIT A

1. The following is a complete list of all Inventions or improvements thereto relevant to the subject matter of my employment by the Company that have been made or discovered or conceived or first reduced to practice by me or jointly with others prior to my employment by the Company that I desire to remove from the operation of the Company's Proprietary Information and Inventions Agreement:

No inventions or improvements.

See below: Any and all inventions regarding the following:

Additional sheets attached.

2. I propose to bring to my employment the following materials and documents of a former employer:

No materials or documents.

See below:

Employee Signature
Nishant Ranjan

Date


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**FORTINET TECHNOLOGIES INDIA PVT LTD - CORPORATE POLICY
ACKNOWLEDGMENT**

I acknowledge that I have received, read and understood the following policies in detail and is fully aware of it:

- Code of Business Conduct and Ethics
- Insider Trading Policy
- External Communications Policy
- Proprietary, Confidential and trade secret Information of Former Employers
- Email/Internet Policy
- Equipment Policy
- Proprietary Information and Inventions Agreement
- World Wide Employee Handbook Fortinet, Inc.
- Personal Data protection Policy
- Financial Information Integrity Policy
- External Communications Policy

All other corporate policies along with any supplements (altogether, the "Policies").

• I acknowledge that the policies supersede all prior contradictory oral or written statements by the company concerning such policies, guidelines, and benefits. I also acknowledge that the Company retains the discretion to modify the policies without notice.

• I acknowledge that it is my responsibility to review and familiarize myself with the policies, and to comply with the policies. I also acknowledge that my failure to comply with the policies will result in disciplinary action, potentially up to the termination of my employment.

• I acknowledge that neither this acknowledgment nor the policies are meant to vary or supersede the regular terms and conditions of my employment or to constitute an employment contract in any way, and that, where permissible by applicable law, employment is not for a specified period of time and may be terminated by either me or the company at any time, for any reason, with or without cause or advance notice.

• Additionally, in some instances, U.S. export control laws require that Fortinet obtain a U.S. government export license prior to releasing technologies to certain persons. This offer is contingent upon Fortinet's ability to satisfy these export control laws as related to your employment and anticipated job activities.

I also affirm that, if I have any questions about the policies, I will seek guidance from my manager, the Human Resources Department, or the Legal Department of the company on the meaning or application of the policies, or of any other company policies.

Name: Nishant Ranjan Signature:

Date:


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August 22, 2022

Nishant Ranjan

Dear Nishant,

Re: Fortinet, Inc. Stock Grant/Award

Management intends to recommend to the Board of Directors (the "Board") of Fortinet, Inc. (the "Company") that you receive an award of Restricted Stock Units ("RSUs") and/or Stock Options ("Options") under the Company's 2009 Equity Incentive Plan (the "Stock Plan"). If approved by the Board, it is currently intended that your award will have a grant value approximately equal to **US \$15,000.00**.

We are pleased to provide you with flexibility as to the type of award that you may receive if your grant is approved. More specifically, you would be able to choose between the following two elections:

Choice 1: RSUs for shares of the Company's common stock.

Choice 2: RSUs for shares of the Company's common stock and Options for the Company's common stock.

The number of shares subject to the award(s) will be determined based on an average fair market value of the Company's common stock as determined by the Board.

You will receive email-based communication from the Stock Administration Department if and after the Board has approved your proposed grant value. This communication will contain information on how you can view your available award choices and submit your desired award election. If you do not make a selection during the required time period, the default will be set to Choice 1: RSUs.

Per the Plan the exercise price of any Options granted will have a price at least equal to the closing market value as reported on NASDAQ on the effective date of the grant.

The RSUs and/or Options will be granted under, and subject to, the terms of the Stock Plan as well as the terms and conditions to be set forth in the applicable Stock Option Agreement and/or RSU Agreement, which will be provided to you as soon as practicable after the grant date and which you will be required to sign or otherwise accept in accordance with the Company's acceptance procedures, if your RSUs and/or Options are approved.

Furthermore, you acknowledge that if the Company grants RSUs and/or Options to you, your participation in the Stock Plan will be voluntary, the benefits under the Stock Plan shall not be part of your employment agreement with Fortinet, Inc. or any other form of compensation.


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for any purposes, including for purposes of computing payment during any notice period, payment in lieu of notice, severance pay or other termination compensation or indemnity (if any). By participating in the Stock Plan, you will be deemed irrevocably to have waived any such entitlement, rights or remedies. If RSUs and/or Options are granted to you, the benefits under the Stock Plan will be available to you only during the course of your employment with Fortinet, Inc., and the vesting of any RSUs and/or Options will cease upon termination of employment for any reason, in accordance with the terms and conditions of the Stock Plan. You acknowledge that, if the Company grants any RSUs and/or Stock Options to you:

- (i) the grant of the RSUs and/or Options will be a one-time benefit which will not create any contractual or other right to receive future grants of RSUs, Options, or benefits in lieu of Options or RSUs;
- (ii) all determinations with respect to any future grants, including, but not limited to, the times when RSUs and/or Options will be granted, the number of shares subject to RSUs and/or Options, and the vesting schedule, will be at the sole discretion of Fortinet; and
- (iii) the future value of the shares underlying the RSUs and/or Options will be unknown and cannot be predicted with certainty.

Notwithstanding anything to the contrary herein, the grant of any RSUs and/or Options, the timing of any grant and other terms of any grant shall be subject entirely to approval by the Board, which approval shall be in the sole discretion of the Board, and shall be subject to the Company's determination that such grant, timing, and other terms are compliant with regulatory and other legal requirements, which determination shall be in the Company's sole discretion. The Company reserves the right to change the terms of such grant based on direction from the Board and based on regulatory and other legal requirements.

If the Company grants any RSUs and/or Options to you, you will be responsible for complying with any applicable legal requirements in connection with your participation in the Stock Plan and for any taxes arising from the grant, vesting or exercise (as applicable) of your RSUs and/or Options, regardless of any tax withholding and/or reporting obligation of the Company or one of its subsidiaries or affiliates, and you agree to seek advice from your personal accountant or tax advisor at your own expense regarding the tax implications of any RSUs and/or Options granted to you, and the Company is entitled to take the steps and actions to withhold as it deems reasonable and appropriate in its discretion.

You agree to execute any necessary or appropriate additional agreements, documents or instruments in connection with such grant of RSUs and/or Options (if any). The Company may, in its sole discretion, decide to deliver any documents related to current or any future participation in the Stock Plan by electronic means. You hereby consent to receive such documents by electronic delivery and agree to participate in the Stock Plan through an online or electronic system established and maintained by the Company or a third party designated by the Company.


Principal
Dronacharya College of Engg.
Panipat - 123506

In the event of a conflict between this letter and the rules of the Stock Plan, the Stock Plan will prevail.

Sincerely,
Fortinet, Inc.



By: _____

Ana Pease
Vice President, Human Resources

ACKNOWLEDGED AND AGREED:

Name:

Date:




Principal
Drenacharya College of Engg.
Farrukh Nagar - 123506

FORTINET

FORTINET TECHNOLOGIES INDIA PVT LTD			
Proposes Salary Structure			
Name		Nishant Ranjan	
Title		Security Engineer 1	
Department		R&D	
Total Fixed Salary Excluding Benefits		13,00,000	
Sl. No.	Description	Amount Per Annum [Rs.]	Amount Per Month [Rs.]
1	Basic Salary	6,50,000	54,167
2	House Rent Allowance	3,25,000	27,083
3	LTA reimbursement	40,000	3,333
4	Food Vouchers	26,400	2,200
5	Special Allowance	2,58,600	21,550
* Gross Salary		13,00,000	1,08,333
6	Employer PF contribution	78,000	6,500
7	Gratuity (4.81% of basic)	31,265	2,605
Total CTC		14,09,265	1,17,438
RSUs (for 4yrs) \$ 15,000		\$3,750	

*Gross Salary is subject to applicable individual taxes , as per income tax slab.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



Fareportal India Pvt. Ltd.
Plot No. 365, Phase City-II
Sector-37, Gurgaon-122001
Phone: +91-124-462 9300
<http://www.fareportal.com>

16th August 2022

Ref: FIPL/T/Aug/1

Mr. Aman Kumar
Rz-26p/33, Street No. 32, Indra Park, Palam Colony,
New Delhi - 110045
Mob: 8810408098
Email ID. amykr930@gmail.com

Sub: Letter of Internship Cum Training with Fare Portal India Private Limited

Dear Aman,

This is with reference to your application expressing interest and subsequent discussion we have had with you regarding your request to undergo an internship - cum - training with Fare Portal India Private Limited for a period of **12 Months**.

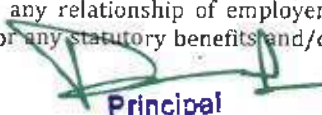
We are pleased to inform you that you are hereby being given an opportunity to intern and train with Fare Portal as **Internship - (Internship)** on the terms and conditions contained hereafter.

Subject to the terms hereof, your internship - training with Fare Portal shall commence from **17th Aug 2022** and remain in full force and effect until (hereafter "**Training Period**").

The following terms and conditions shall govern your internship cum training with Fare Portal:

1. As part of your internship, you will train and intern with the IT department and work with (**Ritu Maheshwari**)
You will be allocated work that shall commensurate with your educational qualification and skill set.
2. Your work hours will commensurate with the work hours of the department under which you will be interning cum training.
3. During your internship you will be entitled to a monthly stipend of **INR 15000 per month (Rupees Fifteen Thousand Only)** excluding of transport and meal cost. This payment of your stipend shall be made by Fare Portal subject to withholding of taxes, as applicable.
4. During the Training Period, you will be entitled to a total of 2 days off in a week. Any such day off shall however be availed by you with prior written consent of the head of the department in which you will be interning cum training.
5. This is an offer of internship cum training, in response to your application. In no event shall Fare Portal be obliged and/or liable to offer you any association or employment of a temporary or permanent nature either during or post completion of your internship cum training and you will not claim any lien

on the job. For avoidance of doubt, there shall not be any relationship of employer and employee between Fare Portal and you. You shall not be eligible for any statutory benefits and/or claims of any nature whatsoever.


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

6. Fare Portal reserves the right to terminate your internship cum training at any time with or without any prior written notice, if your performance and/or conduct during the Training Period either within the Fare Portal premises or outside be found unsatisfactory in any manner.
7. Fare Portal provides equal opportunity workplace to its work force. Any advancement resulting to sexual harassment will be dealt with very strictly & penal action up to immediate termination of training can be taken.
8. You shall at all times during the course of your Training Period, observe the requisite code of conduct, confidentiality cum non-disclosure policy and such other policies of Fare Portal as shall be applicable to you from time to time. You are also be required to sign the Non - Disclosure Agreement immediately upon joining. You will not give to any one, by word of mouth or otherwise, particulars or details of our processes, technical knowhow, and/or of administrative and / or organizational matters, whether or not of confidential nature that may become known to you for being associated with Fare Portal.
9. Fare Portal expects you to work with highest standard of ethics, discipline, initiative, efficiency and economy. You will devote your time to the work of Fare Portal.
10. Upon successful completion of your training, the Company may, in its sole discretion (based on your performance and conduct), make a pre placement offer (PPO) to you. Any such PPO, if made, shall be governed by such terms and conditions as the Company may decide at the appropriate time.
11. Upon cessation/termination of your training cum internship herein, you will forthwith return/hand over all of Fare Portal's documentation, charge, property and/or material etc. either in your control or your possession that relates to Fare Portal in any way or otherwise.
12. Should you damage any property (including any documentation) whatsoever of Fare Portal and/or cause any loss(es), you will be liable to pay damages to Fare Portal for the loss caused by you directly or indirectly, in addition to other legal remedies, which may be required for violating any of the provision of this letter and the Non - Disclosure Agreement. For this purpose, the Court at Delhi shall have exclusive jurisdiction in the matter.

We welcome you to Fare Portal and hope to have a happy association.

For Fare Portal India Private Limited



Birendra Bhandari

Sr. Manager - People and Culture

I have read and accept the terms of this
letter. I will join the training on 17th Aug 2022.

Name, Signature & Date



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

List of documents to be brought on the Date of joining:

<u>CHECKLIST OF DOCUMENTS</u>	
Sr. No.	Activity
1.	Aadhar Card
2.	Copy of intent letter
3.	Attested Appointment letter of last organizations <i>(If Applicable)</i>
4.	Attested Relieving Letter of previous employer <i>(If Applicable)</i>
5.	Attested Latest salary slip <i>(If Applicable)</i>
6.	Attested Copy of PAN card - (4 copies)
7.	Attested Copy of any Govt. identity card
8.	Attested Permanent address proof
9.	Attested Local address proof
10.	Attested Educational Certificates
11.	Attested Professional Certificates
12.	7 Passport size photographs
13.	Blood Group
14.	Receipted copy/email of resignation from the current organization before date of joining <i>(If Applicable)</i>


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Sunil SHARMA (Finovista) <sunil.sharma@finovista.com>
Sent: Thursday, December 22, 2022 3:09 PM
To: TPO_DCEGGN
Cc: sheetal rastogi; finovista; principal
Subject: Re: Internship opportunity with Finovista
Attachments: 1.jpg

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Nainia,

We would like to inform you that out of the list of candidates provided, we have shortlisted three following candidates for 3 months internship with the stipend of Rs.8000/- per month.

1. Dhruv Sharma
2. Vikas Dalal
3. Prashant Bansal

If you have students from the electrical and mechanical engineering field, please check if they are interested in this internship opportunity.

Regards,

Sunil Sharma
Human Resource Department
Finovista

---- On Mon, 19 Dec 2022 09:40:03 +0530 TPO_DCEGGN <tpo@ggnindia.dronacharya.info> wrote ---


Good Morning Ma'am,

Greetings!!!

I would like to inform that as we have our university exam till 28th and after that our students are available for the recruitment process and also they can join immediately.

Thanks & Regards

Naina Sehrawat
Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502
Mobile- 9999468181, 9910380107
email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info
Facebook: <https://www.facebook.com/DronacharyaGurgaon/>


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



On 19-Dec-2022, at 9:20 AM, Sheetal RASTOGI (Finovista)
<sheetal@finovista.com> wrote:

Hi,

What is the availability of the students? from when to when?

Also what about their passed out batch for reasearch and programme management analyst?

Thanks
Sheetal

---- On Sat, 17 Dec 2022 17:19:50 +0530 TPO_DCEGGN
<tpo@ggnindia.dronacharya.info> wrote ---

Good Evening Sir,

Greetings!!!!

Please find attached list of the interested candidates those who have applied for the same.

Thanks & Regards


Naina Sehrawat
Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502
Mobile- 9999468181, 9910380107
email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info
Facebook: <https://www.facebook.com/DronacharyaGurgaon/>

On 15-Dec-2022, at 11:40 AM, TPO_DCEGGN
<tpo@ggnindia.dronacharya.info> wrote:

Good Morning Sir,

Greetings!!!

Thank you so much for giving us the opportunity.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

We will share the database of the interested students with you.

Thanks & Regards

Naina Sehrawat
Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502
Mobile- 9999468181, 9910380107
email id: tpo@ggnindia.dronacharya.info / Web :
www.dronacharya.info
Facebook: <https://www.facebook.com/DronacharyaGurgaon/>

<PastedGraphic-1.tiff>

On 08-Dec-2022, at 12:48 PM, Sunil SHARMA (Finovista)
<sunil.sharma@finovista.com> wrote:

Dear Ms. Naina,

Greetings from Finovista !

It was indeed a pleasure speaking to you while ago.

We would like to introduce ourselves as a Program Management and Consulting firm engaged in **IN Country Representation, Program Management Consulting, Capacity Building and Technology Management**. We work extensively with Developmental Agencies, Government Bodies, Research Agencies and Businesses across over 10 countries in **Energy, Clean Cooking, Environment, Innovative Tech, Green Finance, Carbon Finance, Healthcare, Industry 4.0 and Social Enterprise Development**.

Being an early stage and growing enterprises, there is immense opportunity for the new generation, who are in the process of moving from collage to corporates, to learn nuances of consulting and build their confidence which will help them to grow at a faster pace in their professional journey. We are looking for interns for our organizations who are keen to work in a healthy and professional environment and can accept challenging roles during the internship tenure. JD for internship is attached for your ready reference.

Look forward to hearing from you soon.

Regards,

Sunil Sharma
Human Resource Department
Finovista
1st Floor, A85, 4, Road No. 6


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Mahipalpur Extension Road,
New Delhi 110037
Ph : 9810134132

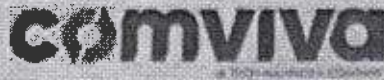
Disclaimer: This e-mail and its attachment/s, if any, may contain official information from Finovista. If you are not the intended recipient, please notify the sender immediately and delete this e-mail. Any dissemination or use of this information by a person other than the intended recipient is unauthorised. The responsibility lies with the recipient to check this email and any attachment from the presence of viruses.

<INTERNSHIP JD _PROG MGMT & RESERCH.pdf>

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Disclaimer: This e-mail and its attachment/s, if any, may contain official information from Finovista. If you are not the intended recipient, please notify the sender immediately and delete this e-mail. Any dissemination or use of this information by a person other than the intended recipient is unauthorised. The responsibility lies with the recipient to check this email and any attachment from the presence of viruses.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



Comviva Technologies Limited
Regd. Office
Capital Cyberscape
Sector 59
Golf Course Extension Road
Gurgaon-122102, Haryana
India
Tel. + 91 124 481 9000
Fax. + 91 124 481 9777
CIN: U72200HR1999PLC041214

comviva.com
info@comviva.com

October 31, 2022

To, Shaksham Sharma

Subject: Letter of Intent for hiring

Dear Shaksham

Congratulations!

We are pleased to Shortlist you for a position with Comviva. The date of joining will be communicated to you at a later stage.


Your hiring is conditional upon the following:


- You may be posted at any location and/or any business unit within or outside India, however, final decision will be subject to business requirements.
- This offer of employment with Comviva is subject to the successful completion of your course with a minimum 60 % passing marks along with the confirmation of positive background check.
- Should not have any active backlog at the time of joining/commencement of your training
- Formal letter of appointment with all the terms and conditions will be shared at the time of joining.
- You may be requested to take the additional assessment if it is in line with the specific business unit hiring requirements.
- You are required to share the final acceptance of the letter on or before three working days from the date of issuance of this LOI for further consideration.
- Comviva holds all the rights to modify the initial training duration and stipend offered.
- You may be required to work in rotational shifts (night), and the same will be communicated to you in advance through the authorized representatives of Comviva

An indicative compensation structure offered by Comviva for the position in respect of which you have been selected is appended herewith as an Annexure. At the time of joining, you will be required to sign an Employment Agreement containing detailed terms of your subsequent employment with Comviva.

We wish you an enriching career at Comviva. In case of any queries regarding the terms of this letter or your joining, please reach out to us at campus@comviva.com

Sincerely,


Vaishnavi Shukla
Director - Human Resources
Date: October 31, 2022


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Read, Understood and Accepted

Mr. Bharat Sharma
Mobile: 9350240293
Email ID: bkkumar7015974487@gmail.com
PAN No: JIVPS5589E

Dear Mr. Sharma,

This is with reference to your application for considering you for Training at our organization and the subsequent interview you had with our Technical team.

We are pleased to inform you that you have been selected by our company for Training for a period of around six months w.e.f. January 02, 2023 (or actual date of joining) on the following terms and conditions: -

1. The Training would coincide with the last semester commencement of your B tech course at **Dronacharya College of Engineering, Gurgaon.**
2. During the Training period you will be paid a consolidated sum of Rs 10,000/- (Rupees Ten Thousand only) per month, after excluding T.D.S. or any other statutory deduction, as reimbursement for Lodging, Boarding, Conveyance and other incidental expenses. Any Tax liability on this will be borne by you.
3. You will not be entitled to any other Stipend or emoluments while undergoing the said training.
4. For your induction process, you are request to report at **10:00 am** at the following address:
DCM Infotech Limited, 316 Udyog Vihar, Phase II, Gurgaon – 122016
5. You are advised to diligently attend the Training Program at the time stipulated by your Training Instructor and not absent yourself during this period, as it may affect your overall performance.
6. The management reserves the right to terminate your Training even before the expiry of the initial or extended training period, as may be the case and in case you do not complete the training successfully
7. In case you cause any loss/ damage due to any act of omission/ commission on your part, you will be liable to bear the entire cost of such loss/ damages.
8. The continuation of your Training with the Company is subject to your remaining physically and mentally fit. You will submit yourself to medical examination as per the directions of the management, if required.


Principal
Dronacharya College of Engg-
Farrukh Nagar - 123506

9. During the training, you will not be considered to be an employee of the organization for all legal and practical purposes and you agree not to raise any such claim.
10. Please be advised that your acceptance of this Training neither confers any right for employment in the Company nor any other benefits as applicable to the employees. However, based on your performance, in case the company, after your successful completion of training and your engineering course, offers you employment you will be obliged to accept such offer and to work thereafter at Gurgaon. You will be designated as 'Associate Specialist' in 'Band 3' and your gross annual emoluments (CTC) as Associate Specialist will be **Rs. 4,00,000/-** per annum.
11. You are requested to report at the address mentioned above along with the following documents:
- Photocopies of all educational certificates/ testimonials and Mark Sheets (Please get originals also for verification)
 - Photocopy of passport
 - Five passport size photographs
 - PAN card (mandatory)
 - Aadhar card (mandatory)
12. In case the above terms and conditions of the Training Program are acceptable to you, please sign the duplicate copy in token of your having understood and agreed to the same.

We look forward to the pleasure of having you with us.

Yours Sincerely,

For: DCM Infotech Limited

Ramendra Agarwal
COO & Head-HR

Acceptance:

The above Terms & conditions of the Training Program are acceptable to me.

Sign: _____

Name: _____

Date: _____


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

DIT/HR/22/R/

October 27, 2022

Ms. Palvi Sabharwal
Mobile: 7428041422
Email ID: inform2palvi@gmail.com
PAN No: OLIPS0060K

Dear Ms. Sabharwal,

This is with reference to your application for considering you for Training at our organization and the subsequent interview you had with our Technical team.

We are pleased to inform you that you have been selected by our company for Training for a period of around six months w.e.f. January 02, 2023 (or actual date of joining) on the following terms and conditions: -

1. The Training would coincide with the last semester commencement of your B tech course at **Dronacharya College of Engineering, Gurgaon.**
2. During the Training period you will be paid a consolidated sum of Rs 10,000/- (Rupees Ten Thousand only) per month, after excluding T.D.S. or any other statutory deduction, as reimbursement for Lodging, Boarding, Conveyance and other incidental expenses. Any Tax liability on this will be borne by you.
3. You will not be entitled to any other Stipend or emoluments while undergoing the said training.
4. For your induction process, you are request to report at **10:00am** at the following address:
DCM Infotech Limited, 316 Udyog Vihar, Phase II, Gurgaon – 122016
5. You are advised to diligently attend the Training Program at the time stipulated by your Training Instructor and not absent yourself during this period, as it may affect your overall performance.
6. The management reserves the right to terminate your Training even before the expiry of the initial or extended training period, as may be the case and in case you do not complete the training successfully
7. In case you cause any loss/ damage due to any act of omission/ commission on your part, you will be liable to bear the entire cost of such loss/ damages.
8. The continuation of your Training with the Company is subject to your remaining physically and mentally fit. You will submit yourself to medical examination as per the directions of the management, if required.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

9. During the training, you will not be considered to be an employee of the organization for all legal and practical purposes and you agree not to raise any such claim.
10. Please be advised that your acceptance of this Training neither confers any right for employment in the Company nor any other benefits as applicable to the employees. However, based on your performance, in case the company, after your successful completion of training and your engineering course, offers you employment you will be obliged to accept such offer and to work thereafter at Gurgaon. You will be designated as 'Associate Specialist' in 'Band 3' and your gross annual emoluments (CTC) as Associate Specialist will be **Rs. 4,00,000/-** per annum.
11. You are requested to report at the address mentioned above along with the following documents:
- Photocopies of all educational certificates/ testimonials and Mark Sheets (Please get originals also for verification)
 - Photocopy of passport
 - Five passport size photographs
 - PAN card (mandatory)
 - Aadhar card (mandatory)
12. In case the above terms and conditions of the Training Program are acceptable to you, please sign the duplicate copy in token of your having understood and agreed to the same.

We look forward to the pleasure of having you with us.

Yours Sincerely,

For: DCM Infotech Limited

Ramendra Agarwal
COO & Head-HR

Acceptance:

The above Terms & conditions of the Training Program are acceptable to me.

Sign: _____

Name: _____

Date: _____


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

DIT/HR/22/R/

October 27, 2022

Mr. Shaksham Sharma
Mobile: 8800560138
Email ID: sharmashaksham71@gmail.com
PAN No: NPLPS5952G

Dear Mr. Sharma,

This is with reference to your application for considering you for Training at our organization and the subsequent interview you had with our Technical team.

We are pleased to inform you that you have been selected by our company for Training for a period of around six months w.e.f. January 02, 2023 (or actual date of joining) on the following terms and conditions: -

1. The Training would coincide with the last semester commencement of your B tech course at **Dronacharya College of Engineering, Gurgaon.**
2. During the Training period you will be paid a consolidated sum of Rs 10,000/- (Rupees Ten Thousand only) per month, after excluding T.D.S. or any other statutory deduction, as reimbursement for Lodging, Boarding, Conveyance and other incidental expenses. Any Tax liability on this will be borne by you.
3. You will not be entitled to any other Stipend or emoluments while undergoing the said training.
4. For your induction process, you are request to report at **10:00am** at the following address:
DCM Infotech Limited, 316 Udyog Vihar, Phase II, Gurgaon – 122016
5. You are advised to diligently attend the Training Program at the time stipulated by your Training Instructor and not absent yourself during this period, as it may affect your overall performance.
6. The management reserves the right to terminate your Training even before the expiry of the initial or extended training period, as may be the case and in case you do not complete the training successfully
7. In case you cause any loss/ damage due to any act of omission/ commission on your part, you will be liable to bear the entire cost of such loss/ damages.
8. The continuation of your Training with the Company is subject to your remaining physically and mentally fit. You will submit yourself to medical examination as per the directions of the management, if required.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

9. During the training, you will not be considered to be an employee of the organization for all legal and practical purposes and you agree not to raise any such claim.
10. Please be advised that your acceptance of this Training neither confers any right for employment in the Company nor any other benefits as applicable to the employees. However, based on your performance, in case the company, after your successful completion of training and your engineering course, offers you employment you will be obliged to accept such offer and to work thereafter at Gurgaon. You will be designated as 'Associate Specialist' in 'Band 3' and your gross annual emoluments (CTC) as Associate Specialist will be **Rs 4,00,000/-** per annum.
11. You are requested to report at the address mentioned above along with the following documents:
- Photocopies of all educational certificates/ testimonials and Mark Sheets (Please get originals also for verification)
 - Photocopy of passport
 - Five passport size photographs
 - PAN card (mandatory)
 - Aadhar card (mandatory)
12. In case the above terms and conditions of the Training Program are acceptable to you, please sign the duplicate copy in token of your having understood and agreed to the same.

We look forward to the pleasure of having you with us.

Yours Sincerely,

For: DCM Infotech Limited

Ramendra Agarwal
COO & Head-HR


Acceptance:

The above Terms & conditions of the Training Program are acceptable to me.

Sign: _____

Name: _____

Date: _____


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

DIT/HR/22/R/

October 27, 2022

Mr. Vikas Nayak
Mobile: 9205082746
Email ID: vikasnayak8232195@gmail.com
PAN No: CBNPN2357R

Dear Mr. Nayak,

This is with reference to your application for considering you for Training at our organization and the subsequent interview you had with our Technical team.

We are pleased to inform you that you have been selected by our company for Training for a period of around six months w.e.f. January 02, 2023 (or actual date of joining) on the following terms and conditions: -

1. The Training would coincide with the last semester commencement of your B tech course at Dronacharya College of Engineering, Gurgaon.
2. During the Training period you will be paid a consolidated sum of Rs 10,000/- (Rupees Ten Thousand only) per month, after excluding T.D.S. or any other statutory deduction, as reimbursement for Lodging, Boarding, Conveyance and other incidental expenses. Any Tax liability on this will be borne by you.
3. You will not be entitled to any other Stipend or emoluments while undergoing the said training.
4. For your induction process, you are request to report at **10:00am** at the following address:
DCM Infotech Limited, 316 Udyog Vihar, Phase II, Gurgaon – 122016
5. You are advised to diligently attend the Training Program at the time stipulated by your Training Instructor and not absent yourself during this period, as it may affect your overall performance.
6. The management reserves the right to terminate your Training even before the expiry of the initial or extended training period, as may be the case and in case you do not complete the training successfully
7. In case you cause any loss/ damage due to any act of omission/ commission on your part, you will be liable to bear the entire cost of such loss/ damages.
8. The continuation of your Training with the Company is subject to your remaining physically and mentally fit. You will submit yourself to medical examination as per the directions of the management, if required.


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Farrukh Nagar - 123506

9. During the training, you will not be considered to be an employee of the organization for all legal and practical purposes and you agree not to raise any such claim.
10. Please be advised that your acceptance of this Training neither confers any right for employment in the Company nor any other benefits as applicable to the employees. However, based on your performance, in case the company, after your successful completion of training and your engineering course, offers you employment you will be obliged to accept such offer and to work thereafter at Gurgaon. You will be designated as 'Associate Specialist' in 'Band 3' and your gross annual emoluments (CTC) as Associate Specialist will be **Rs. 4,00,000/-** per annum.
11. You are requested to report at the address mentioned above along with the following documents:
- Photocopies of all educational certificates/ testimonials and Mark Sheets (Please get originals also for verification)
 - Photocopy of passport
 - Five passport size photographs
 - PAN card (mandatory)
 - Aadhar card (mandatory)
12. In case the above terms and conditions of the Training Program are acceptable to you, please sign the duplicate copy in token of your having understood and agreed to the same.

We look forward to the pleasure of having you with us.

Yours Sincerely,

For: DCM Infotech Limited

Ramendra Agarwal
COO & Head-HR

Acceptance:

The above Terms & conditions of the Training Program are acceptable to me.

Sign: _____

Name: _____

Date: _____


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EXTENSION OF INTERNSHIP

Name: Gagan Sharma

Date: 15th November 2022

Dear Gagan,

Congratulations!!

We are pleased to offer you an internship with **M/s ExpertLancing Research Services LLP** based on your application & the interview process you completed with us.

Details of the other terms and conditions of the Internship offer are as follows:

1. During the Extended Internship period you will be designated as **Business Associate Trainee**, and will be based at our Gurgaon Office.
2. Your start date for the Internship will be on **23rd January 2023** at 10:30 a.m.
3. Your regular weekly shift timing will be from 9: 00 AM to 6:00 PM from Monday to Friday.
4. You will be entitled to receive compensation of **INR 12,000 (Twelve Thousand)** per month during the internship period of 6 months.
5. Further, as a part of **M/s ExpertLancing Research Services LLP** training curriculum, we shall be spending **INR 1,00,000/-** on your training to make you employment ready over the entire training period of 6 months. For this, **M/s ExpertLancing Research Services LLP** shall not be charging you any amount subject to Paragraph 8.
6. On successful completion of your internship, basis your performance & our evaluation of the same, you will be considered for a job opportunity with us, i.e., **M/s ExpertLancing Research Services LLP**. For a such job opportunity offered, we expect to offer you with a



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Sector 48, Sohna Road, Gurgaon
Haryana, 122018



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Gurgaon - 122006

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+1 798-8133 (US)

info@expertlancing.com

remuneration in the range between INR 3,50,000 (Three Lakhs Fifty Thousand only) to INR 4,00,000 (Four Lakhs only) per annum which shall be paid on a monthly basis while you will be working as an employee. The remuneration will be subject to deduction of tax at source as per the existing Income Tax provisions applicable at that time. Please note that this remuneration is subjective and will be dependent on market factors, etc.

7. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter that will be issued to you on the successful completion of your internship and our assessment of the same. Your employment will also be subject to the successful completion of your undergraduate degree and the proof of same will have to be submitted latest by the first month of your employment with us.
8. Where in case you accept the job offer under Paragraphs 5 & 6 above, in addition to the above terms & conditions, you agree to serve **M/s ExpertLancing Research Services LLP** for a minimum period of 18 months from the date of joining, i.e., it shall also include the internship period. In case of the event of a breach of this agreement under any of the clauses above, you shall be liable to pay the amount mentioned under Paragraph 5, i.e., **INR 1,00,000 (Rupees One Lakh only)** to **M/s ExpertLancing Research Services LLP**. Further to this, no personal documents (release letter, experience certificate, etc.) will be provided to you until such amount stands paid by you to **M/s ExpertLancing Research Services LLP**.
9. Further, **M/s ExpertLancing Research Services LLP** reserves the right to terminate your internship summarily without any notice or payment in lieu thereof, if it has reasonable ground to establish that you are guilty of any misconduct or negligence, or committed any fundamental breach of the Agreement or causing any loss (monetary or reputational) to them.



10. This offer letter issued is valid for 02 days from the date of being issued. If we do not receive your acceptance within 02 days, the same shall be treated as withdrawn and will not be valid anymore.
11. You are also required to submit the following listed documents/details on your day of joining the company:
- Date of Birth proof certificate (Copy of passport/birth certificate / S.S.C)
 - Original Academic Certificates (all from 10th to Highest graduation last semester)
 - Five (05) passport-size photographs (Recent)
 - Aadhar card
 - PAN Card

You are requested to sign a copy of this letter as a token of your acceptance of this Internship offer & share the scan copy of the same.

We welcome you to our organization and look forward to a happy and long association with you.

Yours truly,



Anushree Vishal
Manager – Human Resources
Authorized Signatory for:
ExpertLancing Research Services LLP

Acceptance By:

DATE:

NAME:

SIGNATURE:



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Sector 48, Sohna Road, Gurgaon
Haryana, 122018



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(91) 798-8133 (US)
info@expertlancing.com

EXTENSION OF INTERNSHIP

Name: Simran Yadav

Date: 15th November 2022

Dear Simran,

Congratulations!!

We are pleased to offer you an internship with **M/s ExpertLancing Research Services LLP** based on your application & the interview process you completed with us.

Details of the other terms and conditions of the Internship offer are as follows:

1. During the Extended Internship period you will be designated as **Business Associate Trainee**, and will be based at our Gurgaon Office.
2. Your start date of the Internship will be on **23rd January 2023** at 10:30 a.m.
3. Your regular weekly shift timing will be from 9: 00 AM to 6:00 PM from Monday to Friday.
4. You will be entitled to receive compensation of **INR 12,000 (Twelve Thousand)** per month during the internship period of 6 months.
5. Further, as a part of **M/s ExpertLancing Research Services LLP** training curriculum, we shall be spending **INR 1,00,000/-** on your training to make you employment ready over the entire training period of 6 months. For this, **M/s ExpertLancing Research Services LLP** shall not be charging you any amount subject to Paragraph 8.
6. On successful completion of your internship, basis your performance & our evaluation of the same, you will be considered for a job opportunity with us, i.e., **M/s ExpertLancing Research Services LLP**. For such a job opportunity offered, we expect to offer you with a



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Farukh Naga


120506
+1 (619) 022-3548 (IN)
+1 (619) 798-8133 (US)



info@expertlancing.com

remuneration in the range between INR 3,50,000 (Three Lakhs Fifty Thousand only) to INR 4,00,000 (Four Lakhs only) per annum which shall be a paid on monthly basis while you will be working as an employee. The remuneration will be subject to deduction of tax at source as per the existing Income Tax provisions applicable at that time. Please note that this remuneration is subjective and will be dependent on market factors, etc.

7. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter that will be issued to the on the successful completion of your internship and our assessment of the same. Your employment will be subject to the successful completion of your undergraduate degree and the proof of same will have to be submitted latest by the first month of your employment with us.
8. Where in case you accept the job offer under Paragraphs 5 & 6 above, in addition to the above terms & conditions, you agree to serve **M/s ExpertLancing Research Services LLP** for a minimum period of 18 months from the date of joining, i.e., it shall also include the internship period. In case of the event of a breach of this agreement under any of the clauses above, you shall be liable to pay the amount mentioned under Paragraph 5, i.e., INR 1,00,000 (Rupees One Lakh only) to **M/s ExpertLancing Research Services LLP**. Further to this, no personal documents (release letter, experience certificate, etc.) will be provided to you until such amount stands paid by you to **M/s ExpertLancing Research Services LLP**.
9. Further, **M/s ExpertLancing Research Services LLP** reserves the right to terminate your internship summarily without any notice or payment in lieu thereof, if it has reasonable ground to establish that you are guilty of any misconduct or negligence, or committed any fundamental breach of Agreement or causing any loss (monetary or reputational) to them.


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Sector 48, Sohna Road, Gurgaon
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+1 (619) 798-8133 (US)



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10. This offer letter issued is valid for 02 days from the date of being issued. If we do not receive your acceptance within 02 days, the same shall be treated as withdrawn and will not be valid anymore.
11. You are also required to submit the following listed documents/details on your day of joining the company:
- a) Date of Birth proof certificate (Copy of passport/birth certificate / S.S.C)
 - b) Original Academic Certificates (all from 10th to Highest graduation last semester)
 - c) Five (05) passport-size photographs (Recent)
 - d) Aadhar card
 - e) PAN Card

You are requested to sign a copy of this letter as a token of your acceptance of this Internship offer & share the scan copy of the same.

We welcome you to our organization and look forward to a happy and long association with you.

Yours truly,



Anushree Vishal

Manager – Human Resources

Authorized Signatory for:

ExpertLancing Research Services LLP

Acceptance By:

DATE:

NAME:

SIGNATURE:



ExpertLancing Research Services LLP
927 – 9th Floor, JMD Megapolis,
Sector 48, Sohna Road, Gurgaon
Haryana, 122018



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Farrukh Nagar - 123006
+91 981 022 3548 (IN)
+1 758 8133 (US)
info@expertlancing.com

EXTENSION OF INTERNSHIP

Name: Vivek Kumar

Date: 15th November 2022

Dear Vivek,

Congratulations!!

We are pleased to offer you an internship with **M/s ExpertLancing Research Services LLP** based on your application & the interview process you completed with us.

Details of the other terms and conditions of the Internship offer are as follows:

1. During the Extended Internship period you will be designated as **Front End Developer - Trainee**, and will be based at our Gurgaon Office.
2. Your start date of the Internship will be on **23rd January 2023** at 10:30 a.m.
3. Your regular weekly shift timing will be from 9: 00 AM to 6:00 PM from Monday to Friday.
4. You will be entitled to receive a compensation of **INR 15,000 (Fifteen Thousand)** per month during the internship period of 6 months.
5. Further, as a part of **M/s ExpertLancing Research Services LLP** training curriculum, we shall be spending **INR 1,00,000/-** on your training to make you employment ready over the entire training period of 6 months. For this, **M/s ExpertLancing Research Services LLP** shall not be charging you any amount subject to Paragraph 8.
6. On successful completion of your internship, basis your performance & our evaluation of the same, you will be considered for a job opportunity with us, i.e., **M/s ExpertLancing Research Services LLP**. For such a job opportunity offered, we expect to offer you with a



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Sector 48, Sohna Road, Gurgaon
Haryana, 122018

remuneration in the range between INR 3,50,000 (Three Lakhs Fifty Thousand only) to INR 4,00,000 (Four Lakhs only) per annum which shall be paid on a monthly basis while you will be working as an employee. The remuneration will be subject to deduction of tax at source as per the existing Income Tax provisions applicable at that time. Please note that this remuneration is subjective and will be dependent on market factors, etc.

7. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter that will be issued to you on the successful completion of your internship and our assessment of the same. Your employment will also be subject to the successful completion of your undergraduate degree and the proof of same will have to be submitted latest by the first month of your employment with us.
8. Where in case you accept the job offer under Paragraphs 5 & 6 above, in addition to the above terms & conditions, you agree to serve **M/s ExpertLancing Research Services LLP** for a minimum period of 18 months from the date of joining, i.e., it shall also include the internship period. In case of the event of a breach of this agreement under any of the clauses above, you shall be liable to pay the amount mentioned under Paragraph 5, i.e., INR 1,00,000 (Rupees One Lakh only) to **M/s ExpertLancing Research Services LLP**. Further to this, no personal documents (release letter, experience certificate, etc.) will be provided to you until such amount stands paid by you to **M/s ExpertLancing Research Services LLP**.
9. Further, **M/s ExpertLancing Research Services LLP** reserves the right to terminate your internship summarily without any notice or payment in lieu thereof, if it has reasonable ground to establish that you are guilty of any misconduct or negligence, or committed any fundamental breach of the Agreement or causing any loss (monetary or reputational) to them.


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Farrukh Nagar - 123506



10. This offer letter issued is valid for 02 days from the date of being issued. If we do not receive your acceptance within 02 days, the same shall be treated as withdrawn and will not be valid anymore.
11. You are also required to submit the following listed documents/details on your day of joining the company:
- Date of Birth proof certificate (Copy of passport/birth certificate / S.S.C)
 - Original Academic Certificates (all from 10th to Highest graduation last semester)
 - Five (05) passport-size photographs (Recent)
 - Aadhar card
 - PAN Card

You are requested to sign a copy of this letter as a token of your acceptance of this Internship offer & share the scan copy of the same.

We welcome you to our organization and look forward to a happy and long association with you.

Yours truly,



Anushree Vishal

Manager – Human Resources

Authorized Signatory for:

ExpertLancing Research Services LLP

Acceptance By: *VIVEK KUMAR*

DATE: *16/11/22*

NAME: *VIVEK KUMAR*

SIGNATURE: *Vivek*

[Handwritten Signature]





Eapogee Software Private Limited
11/22 Paota B, 4th Road
Jodhpur 342001 RJ
<https://www.eapogee.com>

Private and Confidential

Ref : Eapogee Software Private India/EMP/RAJ/2021/0001
Dated : 01-Aug-2022

Harshal Jangid
PUNE MS

Offer Of Employment

Dear Harshal

We are pleased to offer you employment in the position of **Data Analyst** with Eapogee Software Private Limited (hereinafter referred to as "Company"). You will be reporting directly to Sumit Jangid at the Pune office. We believe your skills and experience are an excellent match for our company.

1. Place of Work

- a. Your place of posting will be at the Pune office, however, should the need arise you may be transferred or expected to travel to any of our offices.

2. Remuneration

- a. The breakup of your annual gross salary and benefits details along with some conditions applicable are set out in Appendix A.
- b. Salary will be paid into your salary account by the last day of each month.

3. Variable Pay

- a. Your variable pay in the current role will be governed under the Corporate Bonus Plan.
- b. Change in a role can also mean a change in variable pay. You will be required to adopt the variable associated with your next role and the global standard for this role, which may be at a different level - either higher or lower than the role you are vacating.

4. Salary Revision

- a. Your remuneration will be subject to annual review, or at such times as may be appropriate. Review dates are set by Corporate Headquarters. The company operates a Pay-for-Performance policy and the result of any remuneration review will take your performance into account.


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5. Working Hours

- a. The normal working hours are 6:00 pm to 3:00 am with 45 minutes for snacks and lunch break Monday through Friday. However, due to business exigencies employees may be required to work at different timings which may be prescribed by the manager from time to time.

6. Leave and Holidays

- a. National/Festival holidays: - Employees will be paid 10 days per calendar year as holidays. This will be as-per a pre-published holiday calendar.
- b. Annual Leave: - Employees will be provided with 1.25 annual leaves every month (15 days of annual leave per calendar year). Any unused annual leave will carry over to the next calendar year up to a maximum of 30 days. Once it reaches this number, there will be no further accrual of leaves. The approval and scheduling of such time off will be subject to prior manager approval and business needs.
- c. Casual/Sick Leave: - Company will provide employees with 8 days of paid casual time off, per calendar year. Any unused casual leave will lapse at the end of the calendar year.

7. Notice of Termination

- a. Termination of employment by either party shall be one month's notice in writing or payment in lieu of notice. Such notice may not be offset by unused leave.
- b. If your actions at any time constitute a serious breach of the Company's standard of behavior, Company may end this contract and terminate your employment immediately.
- c. This appointment letter is issued on the understanding that all the information given by you in the application/employee data form / during the interview or data provided prior to and/or at the time of joining is true. If it is found at any time that the information given by you is not correct or true or you have knowingly suppressed any information, the company will have the right to terminate your appointment any time without compensation.

8. Verification

- a. This offer is made based on Indian laws and subject to no adverse information being obtained during reference checks with previous employers, validation of educational qualifications or background checks, and approval of your employment/immigration pass application (wherever applicable). For audit purposes, you are also expected to provide an original copy of your last payslip to the Human Resource Department.

9. Confidentiality

- a. Employee recognizes that the company has and will have information regarding the following.

Inventions	Discounts	Technical matters	Documents
------------	-----------	-------------------	-----------


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Farrukh Nagar - 123506

Confidential, not to be disclosed

Machinery	Future plans	Customer lists	Computer information
Products	Business affairs	Customer data	Text messages
Apparatus	Processes	Product design	Audio recordings
Costs	Trade secrets	Copyrights	Video recordings

And other vital information (collectively, "Information") which are valuable, special and unique assets of the Company. Employee agrees that they will not at any time or in any manner, either directly or indirectly, divulge, disclose, or communicate in any manner any information to any third party without the prior written consent of the Company. An employee will protect the information and treat it as strictly confidential. A violation by Employee of this paragraph shall be a material violation of this agreement for gross misconduct and will justify legal and/or equitable relief.

10. Code of Ethics and Business Conduct

- a. Company will communicate important information about its Code of Ethics policies by way of electronic mail notifications and/or the Company intranet portal.
- b. Your adherence to the Company Code of Ethics and Business Conduct is vital to the Company and to your success here. When you sign this letter of offer, you are agreeing to abide by it.

11. Unauthorized disclosure of information

- a. If it appears that Employee has disclosed (or has threatened to disclose) information in violation of this Agreement, the Company shall be entitled to an injunction to restrain Employee from disclosing, in whole or in part, such information, or from providing any service to any party to whom such information has been disclosed or may be disclosed. The company shall not be prohibited by this provision from pursuing other remedies, including a claim of losses and damages.

12. Non-Compete Agreement

- a. In consideration of continued employment with the company, Employee covenants that during the employment with Company and for a period of 12 months or the longest period of time allowed by state law, after said employment is ended for any reason, including but not limited to the termination of their employment due to inadequate performance or resignation, to:
 - not engage in, own, control a venture or business substantially similar to or in competition with the Company.
 - should not solicit the business of any client of the company.
 - should not induce, directly or indirectly, any other employees of the Company to terminate their employment.


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13. Return of Property

- a. Employees must return all the assets assigned to them by the Company for performing their work in the most effective way.
- b. Employees should be taking the utmost care and will be liable for any intentional damage to the Company assets.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,
HR, Epogee Software Private Limited

- **Appendix A:** Salary breakdown
- **Declaration:** Signed copy at the time of joining
- **Formalities:** Need to furnish educational certificates, salary certificates and experience certificates from the previous employers if applicable at the time of joining


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Faridkot Nagar - 128006

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Appendix A

Salary Details

Salary Components	Amount Monthly	Amount Yearly
Basic	Rs 12,500.00	Rs 1,50,000.00
House Rent Allowance	Rs 6,250.00	Rs 75,000.00
Conveyance Allowance	Rs 1,899.00	Rs 22,785.00
Fixed Allowance	Rs 4,351.00	Rs 52,215.00
Cost to Company	Rs 25,000.00	Rs 3,00,000.00


Principal
Dronacharya College of Engg
Jhansi Nagar - 203006

To,
Rupesh Yadav

Date: 05.12.2022

Subject: Letter of Offer

Dear Rupesh,

It gives us immense pleasure to welcome you to the team at **Eicore Technologies Pvt. Ltd.**

We are pleased to offer you the position of **Associate Software Engineer** at **Eicore Technologies Pvt. Ltd.** with a start date of **09.01.2023**.


This letter sets forth the terms of appointment.

1. Designation: Associate Software Engineer
2. Place of Posting: Plot No. 577, Udyog Vihar, Phase V, Gurgaon, Haryana - 122016
3. Date of Joining: 09.01.2023
4. Stipend: 12,000 INR
5. Background Checks: Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer. We will let you know the final status of your check once it is completed.
6. Confidentiality: You shall always maintain confidentiality on all aspects of the letter of offer. You shall not divulge, communicate, or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.



EICORE TECHNOLOGIES PVT. LTD.

Corporate Address : Plot No 577 Udyog Vihar, Phase V, Gurgaon - 122016 Haryana, India, Phone : 0124 607 6600
web : www.eicoretech.com, E : info@eicoretech.com, GST No. : 06AABC157681ZY, CIN No. : U72201DL2005PTC142689


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Farrukh Nagar - 123506

7. Internship Period: You shall be on Internship for a period of three - six months from the date of your joining. Your services shall be confirmed based on the performance review conducted by your Manager.

8. Bond: You will be required to sign a Bond at the time of joining, which will be enforced after completion of Internship period is complete and your services are confirmed.

- Sharing of this information with any third party will result in withdrawal of your letter of offer.
- You will be eligible for gratuity as per the Payment of Gratuity Act'1972.
- You will be eligible for Labour Welfare Fund as per the LWF Act' 1965.
- You will be covered in the Group Mediclaim Policy including your spouse & 2 children with family floater sum insured of 3 lakhs after completion of the Internship period.
- You will be covered in the Group Personal Accident Policy after completion of the Internship period.
- All forms of compensation referred to in this letter are subject to deduction of taxes required by law.
- A detailed Appointment Letter will be issued to you soon after you have joined the Company.

Yours sincerely,



Head – Human Resources

I hereby accept the above offer

Candidate's Name & Signature

Principal
Dronacharya College of Engg.
Jaipur - 302000

Ref.No.: EBPL-TURBO/OFFER/95

Date: 14th September 2022

Mr. Pushpender Rathore,
H.no-43, Gali no.18, Vipin Garden,
Nr.Fakkar Baba Mandir Road,Dwarka Mor,
Uttam Nagar, New Delhi-110059
M: 7838326562
E: pushpenderrathore1401@gmail.com

Subject: Offer Letter

Dear Mr. Rathore,

With reference to the interview with us dated **09th September 2022**, we are pleased to offer you employment in Everest Blowers Pvt. Ltd. (Turbo Blower Division) for the post of GET under the following terms and conditions:

1. **Remuneration:** In addition to salary already discussed & agreed by you, you shall be entitled to the benefits of the company when due as allowed by the management as per the rules of the company. Your increments shall be subject to your performance and management reserves the right to decide the increment and its date of implementation. The decision of the management in this regard shall be final and irrevocable.
2. **Probation:** You will be on probation for a period of six months from the date of joining the duties. The company shall be entitled to extend the period of your probation from time to time and if your services are not found satisfactory the company shall have a right to terminate your services without assigning any reason thereof.
1. **Date of Joining:** You will join our organization after the **beginning of your 8th Semester** which the offer would stand drawn, unless a new date is mutually agreed upon, by us in writing.



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Farrukh Nagar - 123506

On the date of your joining, please bring along the following:

- a) Proof of age
- b) Address proof
- c) Original Educational Certificates
- d) Original professional Certificates
- e) Relieving certificate from the previous employer (if applicable)
- f) Appointment letter of the previous employer and salary revision letters (if applicable)
- g) Last payslip received from the previous employer (if applicable)
- h) 4 Passport Size photographs

This offer of Employment is subject to receipt of satisfactory references and your being medically fit.

We wish you all the success & welcome you as a member of the Everest Family.

Thanks & regards,
For **Everest Blowers Pvt. Ltd.**



Ameeta Nehra
Lead – Corp. Comm. & PR
M: 7419990122
E: lead@everestblowers.com



Principal
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Farrukh Nagar - 123506



REVZOOM INDIA PVT. LTD

(A wholly owned subsidiary of Evolphin Software Inc., USA)

Regd. Office : 114-A, Sector-22-A,
Gurugram-122015 (Haryana) India,
Co CIN : U64201HR2008PTC068606
web : www.evolphin.com

Letter of Intent

15-B, POC-1, Sec-7
Dwarka DDA SFS Flats,
New Delhi-110075

22-08-2022

Dear Abhishek,

On behalf of RevZoom India Private Limited, a wholly-owned subsidiary of Evolphin Software, Inc (USA), we are pleased to extend this LOI to you for the position of **Trainee (Software Engineer)**. This position is based in our India operations.

Your engagement will be as a **Trainee (Software Engineer)** during the initial **6-months** tentatively with our company until your final semester exam is over. Post your training period, you will likely be appointed as a full-time employee subject to your performance and other related factors.

Compensation: - Your total **Annual CTC** would be **Rs 7.50 Lakh** with a fixed component of **7.25 Lakh** and a variable component of **25K** after successful completion of the training with us. However, during the training period, there will be a fixed monthly stipend of **INR 45, 833**. Applicable taxes will be deducted from the stipend as per IT laws.

This LOI has been shared based on information furnished by you. However, suppose there is any discrepancy in the copies of documents or certificates you gave as proof of the above. In that case, we retain the right to review our offer of employment.

Joining Date:- Your tentative date of joining is set for **16th Jan'23**.

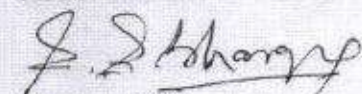
On the date of reporting please carry/submit the following documents:

- Proof of Date of Birth
- Education Certificates
- Two passport-size photographs
- PAN card/ Residency proof

Please sign and return a copy of this letter as a token of your acceptance within 3 days of receiving the letter.

We congratulate you on your engagement with us and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey toward becoming world leaders in our domain. We assure you of our support for your professional development and growth.

Sincerely,
For Revzoom India Private Limited


Pratap Bhargava
Managing Director


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506



REVZOOM INDIA PVT. LTD

(A wholly owned subsidiary of Evolphin Software Inc., USA)

Regd. Office : 114-A, Sector-22-A,
Gurugram-122015 (Haryana) India,
Co CIN : U64201HR2008PTC068606
web : www.evolphin.com

Letter of Intent

B7, 604, City Homes Apartment
Vatika India next, Sector 83,
Gurgaon, HR- 122004

22-08-2022

Dear Anshika,

On behalf of RevZoom India Private Limited, a wholly-owned subsidiary of Evolphin Software, Inc (USA), we are pleased to extend this LOI to you for the position of **Trainee (Software Engineer)**. This position is based in our India operations.

Your engagement will be as a **Trainee (Software Engineer)** during the initial **6-months** tentatively with our company until your final semester exam is over. Post your training period, you will likely be appointed as a full-time employee subject to your performance and other related factors.

Compensation - Your total Annual CTC would be **Rs 7.50 Lakh** with a fixed component of **7.25 Lakh** and a variable component of **25K** after successful completion of the training with us. However, during the training period, there will be a fixed monthly stipend of **INR 45, 833**. Applicable taxes will be deducted from the stipend as per IT laws.

This LOI has been shared based on information furnished by you. However, suppose there is any discrepancy in the copies of documents or certificates you gave as proof of the above. In that case, we retain the right to review our offer of employment.

Joining Date:- Your tentative date of joining is set for **16th Jan '23**.

On the date of reporting please carry/submit the following documents:

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- Education Certificates
- Two passport-size photographs
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Sincerely,

For Revzoom India Private Limited

Pratap Bhargava
Managing Director

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



REVZOOM INDIA PVT. LTD

(A wholly owned subsidiary of Evolphin Software Inc., USA)

Regd. Office : 114-A, Sector-22-A,
Gurgaon-122015 (Haryana) India,
Co CIN : U64201HR2008PTC068606
web : www.evolphin.com

Letter of Intent

22-08-2022

WZ-317, 2nd Floor, Shiv Nagar
Near Jail Road, Opp. JanakPuri B-1,
Tilak Nagar, New Delhi - 110058

Dear Divyanshi,

On behalf of RevZoom India Private Limited, a wholly-owned subsidiary of Evolphin Software, Inc (USA), we are pleased to extend this LOI to you for the position of **Trainee (Software Engineer)**. This position is based in our India operations.

Your engagement will be as a **Trainee (Software Engineer)** during the initial **6-months** tentatively with our company until your final semester exam is over. Post your training period, you will likely be appointed as a full-time employee subject to your performance and other related factors.

Compensation: - Your total Annual CTC would be **Rs 7.50 Lakh** with a fixed component of **7.25 Lakh** and a variable component of **25K** after successful completion of the training with us. However, during the training period, there will be a fixed monthly stipend of **INR 45, 833**. Applicable taxes will be deducted from the stipend as per IT laws.

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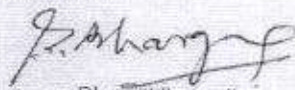
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- Education Certificates
- Two passport-size photographs
- PAN card/ Residency proof

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We congratulate you on your engagement with us and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey toward becoming world leaders in our domain. We assure you of our support for your professional development and growth.

Sincerely,

For Revzoom India Private Limited


Pratap Bhargava
Managing Director


Principal
Dronacharya College of Engg.
Kirti Nagar - 123506

Operating Office Address : Unit No. 1005, 10th Floor, BPTP Park Centra, Sector 30, Kirti Nagar, Gurgaon-122001

Phone: 0124-4208793, Mobile: 9811134540, Email: pratap@evolphin.com



REVZOOM INDIA PVT. LTD

(A wholly owned subsidiary of Evolphin Software Inc., USA)

Regd. Office : 114-A, Sector-22-A,
Gurgaon-122015 (Haryana) India,
Co CIN : U64201HR2008PTC068606
web : www.evolphin.com

Letter of Intent

22-08-2022

B3 Ram Apartment
Gate no. 1, Palam Vihar extension,
Gurgaon, Haryana - 122017

Dear Ishita,

On behalf of RevZoom India Private Limited, a wholly-owned subsidiary of Evolphin Software, Inc (USA), we are pleased to extend this LOI to you for the position of **Trainee (Software Engineer)**. This position is based in our India operations.

Your engagement will be as a **Trainee (Software Engineer)** during the initial **6-months** tentatively with our company until your final semester exam is over. Post your training period, you will likely be appointed as a full-time employee subject to your performance and other related factors.

Compensation: - Your total **Annual CTC** would be **Rs 7.50 Lakh** with a fixed component of **7.25 Lakh** and a variable component of **25K** after successful completion of the training with us. However, during the training period, there will be a fixed monthly stipend of **INR 45, 833**. Applicable taxes will be deducted from the stipend as per IT laws.

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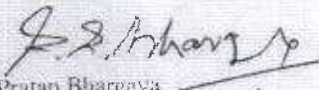
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We congratulate you on your engagement with us and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey toward becoming world leaders in our domain. We assure you of our support for your professional development and growth.

Sincerely,
For Revzoom India Private Limited


Pratap Bhargava
Managing Director


Principal
Dronacharya College of Engg.
Jhajjar Nagar - 124001



REVZOOM INDIA PVT. LTD

(A wholly owned subsidiary of Evolphin Software Inc., USA)

Regd. Office : 114-A, Sector-22-A,
Gurgaon-122015 (Haryana) India,
Co CIN : U642011HR2008PTC068606
web : www.evolphin.com

Letter of Intent

Flat-A1,tower A
Anandam Apartments, Barnoli,
Sec-28, Dwarka, New-Delhi-110077

22-08-2022

Dear Pallavi,

On behalf of RevZoom India Private Limited, a wholly-owned subsidiary of Evolphin Software, Inc (USA), we are pleased to extend this LOI to you for the position of **Trainee (Software Engineer)**. This position is based in our India operations.

Your engagement will be as a **Trainee (Software Engineer)** during the initial **6-months** tentatively with our company until your final semester exam is over. Post your training period, you will likely be appointed as a full-time employee subject to your performance and other related factors.

Compensation: - Your total Annual CTC would be Rs 7.50 Lakh with a fixed component of 7.25 Lakh and a variable component of 25K after successful completion of the training with us. However, during the training period, there will be a fixed monthly stipend of INR 45, 833. Applicable taxes will be deducted from the stipend as per IT laws.

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Sincerely,

For Revzoom India Private Limited

Pratap Bhargava
Managing Director

Principal
Dronacharya College of Engg.
Gurgaon - 123506



REVZOOM INDIA PVT. LTD

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Regd. Office : 114-A, Sector-22-A,
Gurgaon-122015 (Haryana) India,
Co CIN : U64201HR2008PTC068606
web : www.evolphin.com

Letter of Intent

22-08-2022

H.No. 2143/3, Gali No. 3
Near New Shiv Mandir, Rajiv Nagar,
Gurgaon, Haryana - 122001

Dear Prabal,

On behalf of RevZoom India Private Limited, a wholly-owned subsidiary of Evolphin Software, Inc (USA), we are pleased to extend this LOI to you for the position of **Trainee (Software Engineer)**. This position is based in our India operations.

Your engagement will be as a **Trainee (Software Engineer)** during the initial **6-months** tentatively with our company until your final semester exam is over. Post your training period, you will likely be appointed as a full-time employee subject to your performance and other related factors.

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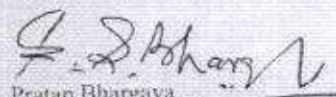
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We congratulate you on your engagement with us and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey toward becoming world leaders in our domain. We assure you of our support for your professional development and growth.

Sincerely,

For Revzoom India Private Limited


Pratap Bhargava
Managing Director


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



REVZOOM INDIA PVT. LTD

(A wholly owned subsidiary of Evolphin Software Inc., USA)

Regd. Office : 114-A, Sector-22-A,
Gurugram-122015 (Haryana) India,
Co CIN : U64201HR2008PTC068606
web : www.evolphin.com

Letter of Intent

Royal PG in-front-of Shyam Restaurant
Farukhnagar Gurgaon,
Haryana - 122506

22-08-2022

Dear Pradumn,

On behalf of RevZoom India Private Limited, a wholly-owned subsidiary of Evolphin Software, Inc (USA), we are pleased to extend this LOI to you for the position of **Trainee (Software Engineer)**. This position is based in our India operations.

Your engagement will be as a **Trainee (Software Engineer)** during the initial **6-months** tentatively with our company until your final semester exam is over. Post your training period, you will likely be appointed as a full-time employee subject to your performance and other related factors.

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Sincerely,

For Revzoom India Private Limited

Pratap Bhargava
Managing Director

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

October 22nd, 2022

Koshal Kumar
210A, Ward No. 21
Gurunanakpura
Fatehabad, Haryana

Dear Koshal,

We are pleased to share that you have been selected for an internship at **DOUNDO SERVICES PRIVATE LIMITED (DOUNDO)** as part of the DevOps Team at Eco-Mail Development India. This internship shall commence from November 1st, 2022 and shall be for a period of 6 months, i.e ending no later than April 30th, 2023. During this period, you shall be paid RS 15,000 per month as stipend, payable in arrears. Your internship is subject to the following terms:

- Your internship is solely for Eco-mail Development India project and hence you shall be governed by the policies and procedures applicable to all employees and interns of Eco-mail Development India.
- You confirm that upon accepting this offer of internship, you shall not be available for any other placement offers through your college.
- Any leave during the period of internship shall be treated as 'leave without pay' and hence your stipend shall be adjusted for the same.
- Post the successful completion of the internship, basis your performance on the project and recommendations of Eco-mail Development India, you **may** be offered a full-time employment for the project at an estimated remuneration between RS 3 lakhs to RS 4.5 lakhs per annum. You shall however be required to complete a 6 month probationary period post formal employment.
- In the event, you choose to not continue with the internship at any point during the period of 6 months, post commencement of internship or Eco-mail Development India deems your performance as inadequate, you shall not be eligible for any certificate of internship.
- In the event you do not report for work or end your internship association with Eco-mail Development India, all equipment issued to you for carrying out your duties shall be returned in good condition; any damage or loss of equipment shall be deducted from your stipend.



t: +91.11.41641758
e: info@doundo.org
w: www.doundo.org
CIN: U15500DL2011PTC220616

DoUndo Services Pvt. Ltd.
Regd. Off: P-121, LGF,
Chittaranjan Park,
New Delhi 110019, India.

Mailing Address
No. 10, FF
Hemkunt Colony,
New Delhi 110048, India.



Principal
Dr. Naacharya College of Engg.
Farrukh Nagar - 123506

- Post the completion of the internship period of 6 months, your performance shall be reviewed for an offer of employment solely at the discretion of Eco-mail Development India

Hard copy of Offer Letter would be provided to you on the date of joining and this offer is valid till October 30th, 2022. You shall be required to produce the following documents upon joining the internship:

- Accepted copy of this offer of internship
- Bank details or cancelled cheque
- Aadhar Card or any other KYC document
- Valid proof of all academics and experience letters.

Please signify your acceptance of this letter by signing the original of this letter where indicated below and return it to me.

Sincerely

For DOUNDO Services Private Limited

Acknowledged & Agreed



Sumant Bhargava
Director

Koshal Kumar
Date: 28-10-2022



t: +91.11.41641758
e: info@doundo.org
w: www.doundo.org
CIN: U15500DL2011PTC220616

DoUndo Services Pvt. Ltd. | Mailing Address
Regd. Off: P-121, LGE, | No. 10, PE
Chittaranjan Park, | Hemkunt Colony,
New Delhi 110019, India. | New Delhi 110048, India.

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Namita Bhardwaj <namita.bhardwaj@eco-mail.com>
Sent: Thursday, October 20, 2022 1:38 PM
To: TPO
Cc: Neeraj Bhushan; Pinki Kashyap; Abhisheka Kumar
Subject: Terms & Condition of Internship

Dear Richa & Renu ,

Here are the list of the selected students

1. Rahul- DevOps
2. Koshal- DevOps
3. Aditi Mohan - DevOps
4. Shubham- Java
5. Annie- HR

Please let them know the **T&C of the Internship**

1. This is a 6 months internship wef 1st Nov 2022
2. Any leave taken by them during internship will be LWP
3. Their stipend will be processed by DoUndo
4. After successful completion of their internship (6 months) we will offer them a CTC of 3 LPA to 4.5LPA (depending upon their performance during internship) on the roll of DoUndo . Then they will be on probation for 6 months post successful completion of internship .
5. In case they quit or we find they are not performing well before the tenure of 6 month of internship no internship certificate will be provided to them
6. In the case of an HR intern no post placement offer is applicable at present
7. I hope they will not be a part of any other placement through college after the release of the letter
8. In case they continue to work with us they will be eligible for salary revision after one year of their service post internship
9. During internship they will receive INR 15000/- per month on a pro rata basis
10. In case they leave or we decide to end their association with us (during internship or post internship) it is their responsibility to submit the office equipment . In case of damage the cost of repair will be borne by them .
11. Policies and procedures of Eco-Mail will be applicable to them during internship & post - internship
12. Post 6 months of internship we will review the candidate for post placement .

Please share the acknowledgement of the above then I will get the letters released from DoUndo & we would be requiring NOC from the college for their internship..

--



Namita Bhardwaj
Executive-Human Resource
Eco-Mail



namita.bhardwaj@eco-mail.com



91-971-167-6666



eco-mail.com

Principal
Dronacharya College of Engg.
Faridkot Nagar - 123606



Comviva Technologies Limited
Regd. Office
Capital Cyberscape
Sector 59
Golf Course Extension Road
Gurgaon-122102, Haryana
India
Tel: + 91 124 481 9000
Fax: + 91 124 481 8777
CIN: U72200HR1999PLC041214

comviva.com
info@comviva.com

e. **Variable Pay [Performance Linked Incentive (PLI)]** – PLI is subject to the terms and conditions of the Performance Linked Incentive (PLI) program applicable for the year. Payments under the PLI program are primarily based on the Company, Unit/Function and Individual performance. Employees who join in middle of the year are eligible for pro-rated payments. Payable amount will be pro-rated for unpaid leave, if any.

The PLI incentive includes any assured statutory bonus, if applicable, which becomes payable under relevant statute for Payment of Bonus Act. Additional details will be as per the Performance Linked Incentive (PLI) program of the Company. In the event of a conflict in interpretations and terms, the PLI program applicable for the corresponding year will supersede anything mentioned in this letter.

Monthly Bonus – Paid out on monthly basis.

** Total Cost (TC) will be considered as the base for any future compensation reviews.

ESIC: Basis the eligibility criteria for your coverage under ESIC and in line with the statutory requirements and amendments thereto from time to time, your salary will be subjected to necessary deductions towards employee's contribution to ESIC. The company will make the necessary employer's contribution accordingly.

I, ^{Vatun} ~~Sham~~ have read the terms and conditions mentioned in Annexure. I understand and accept the same without any reservation.

Name	Vatun Sham
Signature	
Date	
Place	

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Annexure Compensation

Structure

Components of Emoluments	Monthly Value (INR)	Annual Value (INR)
Basic Pay	11,250	135,000
Flexible Pay	15,658	187,907
Variable Pay*		45,000
Monthly Bonus^	4,500	54,000
Provident Fund (Employer's Contribution)	1,800	21,600
- Gratuity		6,493
Total Compensation (TC)***		450,000

JB Clause: You shall be paid an amount INR 100000 (Rupees One Lakh Only) as Joining Bonus on completion of 1 (one month) of service at Comviva Technologies Limited from your date of joining and this will be paid to you in subsequent payroll cycle.

However, this whole amount shall be recovered from you if you leave Comviva Technologies Limited before completion of 2 (Two) years from your date of joining.

Insurance Benefits

- Life Insurance Coverage** – Comviva Technologies Limited provides a very attractive Life Insurance Program to all its India based employees (for self only). As per the current policy, you will be covered for an amount of 2500000/- (Rupees Twenty Five Lakhs only). Please note the insurance coverage and other conditions of this policy will vary from time to time and can be changed by the Company at its sole discretion.
- Medical Insurance Coverage (Self, Spouse and Children)** – This program will cover the employee, spouse and up to two dependent children. As per the current policy, you & your dependents will be covered for an amount of Rs. 400000/- (Rupees Four Lakhs only) – the cost of this default coverage is completely borne by the Company. The current program also allows an employee to increase the default coverage by an up to Rs. 400000/- (Rupees Four Lakhs only) by paying a nominal differential premium. Please note the insurance coverage and other conditions of this policy will vary from time to time and can be changed by the Company at its sole discretion.
- Medical Insurance Coverage (Parents)** – Medical costs have significantly increased and the Company believes that a corporate medical insurance program offers significantly higher benefits at a significantly competitive cost, when compared to an individual insurance policy. Hence, all India based employees are expected to mandatorily cover their parents under the Company's Medical Insurance Program applicable for Parents. As per the current policy, your parents will be covered for a default amount of Rs. 200000/- (Rupees Two Lakhs only). The Company bears a portion of the applicable premium, while the remaining premium will have to be borne by the employee – Company's contribution towards insurance of parent's increases with tenure of the employee. The current program also allows an employee to increase the default coverage by an up to Rs. 400000/- (Rupees Four Lakhs only) by paying a nominal differential premium. Please note the insurance coverage and other conditions of this policy will vary from time to time and can be changed by the Company at its sole discretion.
- Personal Accident Insurance** – You will also be eligible for coverage under personal accident insurance program. Under this program, you will be covered for an amount (Rupees Three Lakh only) for medical coverage and 30,00,000 (Rupees Thirty Lakh only) for death coverage. Please note the insurance coverage and other conditions of this policy will vary from time to time and can be changed by the Company at its sole discretion.

[Signature]
 Principal
 Dronacharya College of Engg.
 Farukh Nagar - 122506

Read, Understood and Accepted

October 31, 2022

To, Vaswa Sharma

Subject: Letter of Intent for hiring

Dear Vaswa,

Congratulations!

We are pleased to Shortlist you for a position with Comviva. The date of joining will be communicated to you at a later stage.

Your hiring is conditional upon the following:

- You may be posted at any location and/or any business unit within or outside India, however, final decision will be subject to business requirements.
- This offer of employment with Comviva is subject to the successful completion of your course with a minimum 80 % passing marks along with the confirmation of positive background check.
- Should not have any active backlog at the time of joining/commencement of your training.
- Formal letter of appointment with all the terms and conditions will be shared at the time of joining.
- You may be requested to take the additional assessment if it is in line with the specific business unit hiring requirements.
- You are required to share the final acceptance of the letter on or before three working days from the date of issuance of this LOI for further consideration.
- Comviva holds all the rights to modify the initial training duration and stipend offered.
- You may be required to work in rotational shifts (night), and the same will be communicated to you in advance through the authorized representatives of Comviva.

An indicative compensation structure offered by Comviva for the position in respect of which you have been selected is appended herewith as an Annexure. At the time of joining, you will be required to sign an Employment Agreement containing detailed terms of your subsequent employment with Comviva.


We wish you an enriching career at Comviva. In case of any queries regarding the terms of this letter or your joining, please reach out to us at campus@comviva.com

Sincerely,



Vaishnavi Shukla
Director - Human Resources
Date: October 31, 2022

Read, Understood and Accepted



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



Comviva Technologies Limited

Regd. Office
Capital Cyberscape
Sector 59
Golf Course Extension Road
Gurgaon-122102, Haryana
India
Tel. + 91 124 461 9000
Fax. + 91 124 461 9777
CIN: U72250HR1998PLC041214

comviva.com
info@comviva.com

October 31, 2022

To,
Chandani Yadav

Subject: Letter of Intent for hiring

Dear Chandani,

Congratulations!

We are pleased to Shortlist you for a position with Comviva. The date of joining will be communicated to you at a later stage.

Your hiring is conditional upon the following:

- You may be posted at any location and/or any business unit within or outside India, however, final decision will be subject to business requirements.
- This offer of employment with Comviva is subject to the successful completion of your course with a minimum 60% passing marks along with the confirmation of positive background check.
- Should not have any active backlog at the time of joining/commencement of your training.
- Formal letter of appointment with all the terms and conditions will be shared at the time of joining.
- You may be requested to take the additional assessment if it is in line with the specific business unit hiring requirements.
- You are required to share the final acceptance of the letter on or before three working days from the date of issuance of this LOI for further consideration.
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Sincerely,

Vaishnavi Shukla
Director - Human Resources
Date: October 31, 2022

Read, Understood and Accepted

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



Comviva Technologies Limited
Regd Office
Capital Cyberscape
Sector 59
Golf Course Extension Road
Gurugram-122102 Haryana
India
Tel + 91 124 481 9000
Fax + 91 124 481 8777
CIN U72200HR1999PLC041214

comviva.com
info@comviva.com

Annexure Compensation

Structure

Components of Emoluments	Monthly Value (INR)	Annual Value (INR)
Basic Pay	11,250	135,000
Flexible Pay	15,658	187,907
Variable Pay*		45,000
Monthly Bonus^	4,500	54,000
Provident Fund (Employer's Contribution)	1,800	21,600
Gratuity		6,493
Total Compensation (TC)**		450,000

JB Clause: You shall be paid an amount INR 100000 (Rupees One Lakh Only) as Joining Bonus on completion of 1 (one month) of service at Comviva Technologies Limited from your date of joining and this will be paid to you in subsequent payroll cycle.

However, this whole amount shall be recovered from you if you leave Comviva Technologies Limited before completion of 2 (Two) years from your date of joining.

Insurance Benefits

- Life Insurance Coverage** – Comviva Technologies Limited provides a very attractive Life Insurance Program to all its India based employees (for self only). As per the current policy, you will be covered for an amount of 2500000/- (Rupees Twenty Five Lakhs only). Please note the insurance coverage and other conditions of this policy will vary from time to time and can be changed by the Company at its sole discretion.
- Medical Insurance Coverage (Self, Spouse and Children)** – This program will cover the employee, spouse and up to two dependent children. As per the current policy, you & your dependents will be covered for an amount of Rs. 400000/- (Rupees Four Lakhs only) – the cost of this default coverage is completely borne by the Company. The current program also allows an employee to increase the default coverage by an up to Rs. 400000/- (Rupees Four Lakhs only) by paying a nominal differential premium. Please note the insurance coverage and other conditions of this policy will vary from time to time and can be changed by the Company at its sole discretion.
- Medical Insurance Coverage (Parents)** – Medical costs have significantly increased and the Company believes that a corporate medical insurance program offers significantly higher benefits at a significantly competitive cost, when compared to an individual insurance policy. Hence, all India based employees are expected to mandatorily cover their parents under the Company's Medical Insurance Program applicable for Parents. As per the current policy, your parents will be covered for a default amount of Rs. 200000/- (Rupees Two Lakhs only). The Company bears a portion of the applicable premium, while the remaining premium will have to be borne by the employee – Company's contribution towards insurance of parent's increases with tenure of the employee. The current program also allows an employee to increase the default coverage by an up to Rs. 400000/- (Rupees Four Lakhs only) by paying a nominal differential premium. Please note the insurance coverage and other conditions of this policy will vary from time to time and can be changed by the Company at its sole discretion.
- Personal Accident Insurance** – You will also be eligible for coverage under a personal accident insurance program. Under this program, you will be covered for an amount (Rupees Three Lakh only) for medical coverage and 30,00,000 (Rupees Thirty Lakh only) for death coverage. Please note the insurance coverage and other conditions of this policy will vary from time to time and can be changed by the Company at its sole discretion.

Read, Understood and Accepted


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



Comviva Technologies Limited
Regd. Office
Capital Cyberscape
Sector 50
Golf Course Extension Road
Gurgaon-122102, Haryana
India
Tel : 91 124 481 9000
Fax : 91 124 481 0777
CIN : U72200HR1600PLC041214

comviva.com
info@comviva.com

- a. Variable Pay [Performance Linked Incentive (PLI)] – PLI is subject to the terms and conditions of the Performance Linked Incentive (PLI) program applicable for the year. Payments under the PLI program are primarily based on the Company, Unit/Function and Individual performance. Employees who join in middle of the year are eligible for pro-rated payments. Payable amount will be pro-rated for unpaid leave, if any.

The PLI incentive includes any assured statutory bonus, if applicable, which becomes payable under relevant statute for Payment of Bonus Act. Additional details will be as per the Performance Linked Incentive (PLI) program of the Company. In the event of a conflict in interpretations and terms, the PLI program applicable for the corresponding year will supersede anything mentioned in this letter.

Monthly Bonus – Paid out on monthly basis

** Total Cost (TC) will be considered as the base for any future compensation reviews

ESIC. Basis the eligibility criteria for your coverage under ESIC and in line with the statutory requirements and amendments thereto from time to time, your salary will be subjected to necessary deductions towards employee's contribution to ESIC. The company will make the necessary employer's contribution accordingly

I, _____ have read the terms and conditions mentioned in Annexure. I understand and accept the same without any reservation.

Chandani Yadav

Name	CHANDANI YADAV
Signature	
Date	
Place	

Read, Understood and Accepted

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



Comviva Technologies Limited
Regd. Office
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Fax: + 91 124 481 9777
CIN: U72200HR1000PLC041214

comviva.com
info@comviva.com

October 31, 2022

To Chirag Bhatia,

Subject: Letter of Intent for hiring

Dear Chirag,

Congratulations!

We are pleased to Shortlist you for a position with Comviva. The date of joining will be communicated to you at a later stage.

Your hiring is conditional upon the following:

- You may be posted at any location and/or any business unit within or outside India, however, final decision will be subject to business requirements.
- This offer of employment with Comviva is subject to the successful completion of your course with a minimum 60 % passing marks along with the confirmation of positive background check.
- Should not have any active backlog at the time of joining/commencement of your training.
- Formal letter of appointment with all the terms and conditions will be shared at the time of joining
- You may be requested to take the additional assessment if it is in line with the specific business unit hiring requirements.
- You are required to share the final acceptance of the letter on or before three working days from the date of issuance of this LOI for further consideration.
- Comviva holds all the rights to modify the initial training duration and stipend offered.
- You may be required to work in rotational shifts (night), and the same will be communicated to you in advance through the authorized representatives of Comviva

An indicative compensation structure offered by Comviva for the position in respect of which you have been selected is appended herewith as an Annexure. At the time of joining, you will be required to sign an Employment Agreement containing detailed terms of your subsequent employment with Comviva.

We wish you an enriching career at Comviva. In case of any queries regarding the terms of this letter or your joining, please reach out to us at campus@comviva.com

Sincerely,

Vaishnavi Shukla
Director - Human Resources
Date: October 31, 2022

Read, Understood and Accepted

Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

**Annexure Compensation
Structure**

Components of Emoluments	Monthly Value (INR)	Annual Value (INR)
Basic Pay	11,250	135,000
Flexible Pay	15,658	187,907
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Monthly Bonus^	4,500	54,000
Provident Fund (Employer's Contribution)	1,800	21,600
Gratuity		6,493
Total Compensation (TC)**		450,000

JB Clause: You shall be paid an amount INR 100000 (Rupees One Lakh Only) as **Joining Bonus** on completion of 1 (one month) of service at Comviva Technologies Limited from your date of joining and this will be paid to you in subsequent payroll cycle.

However, this whole amount shall be recovered from you if you leave Comviva Technologies Limited before completion of 2 (Two) years from your date of joining.

Insurance Benefits

- Life Insurance Coverage** – Comviva Technologies Limited provides a very attractive Life Insurance Program to all its India based employees (for self only). As per the current policy, you will be covered for an amount of 2500000/- (Rupees Twenty Five Lakhs only). Please note the insurance coverage and other conditions of this policy will vary from time to time and can be changed by the Company at its sole discretion.
- Medical Insurance Coverage (Self, Spouse and Children)** – This program will cover the employee, spouse and up to two dependent children. As per the current policy, you & your dependents will be covered for an amount of Rs. 400000/- (Rupees Four Lakhs only) – the cost of this default coverage is completely borne by the Company. The current program also allows an employee to increase the default coverage by an up to Rs. 400000/- (Rupees Four Lakhs only) by paying a nominal differential premium. Please note the insurance coverage and other conditions of this policy will vary from time to time and can be changed by the Company at its sole discretion.
- Medical Insurance Coverage (Parents)** – Medical costs have significantly increased and the Company believes that a corporate medical insurance program offers significantly higher benefits at a significantly competitive cost, when compared to an individual insurance policy. Hence, all India based employees are expected to mandatorily cover their parents under the Company's Medical Insurance Program applicable for Parents. As per the current policy, your parents will be covered for a default amount of Rs. 200000/- (Rupees Two Lakhs only). The Company bears a portion of the applicable premium, while the remaining premium will have to be borne by the employee – Company's contribution towards insurance of parent's increases with tenure of the employee. The current program also allows an employee to increase the default coverage by an up to Rs. 400000/- (Rupees Four Lakhs only) by paying a nominal differential premium. Please note the insurance coverage and other conditions of this policy will vary from time to time and can be changed by the Company at its sole discretion.
- Personal Accident Insurance** – You will also be eligible for coverage under a personal accident insurance program. Under this program, you will be covered for an amount (Rupees Three Lakh only) for medical coverage and 30,00,000 (Rupees Thirty Lakh only) for death coverage. Please note the insurance coverage and other conditions of this policy will vary from time to time and can be changed by the Company at its sole discretion.

Read, Understood and Accepted


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



Comviva Technologies Limited
Regd. Office
Capital Cyberscope
Sector 52
Old Course Extension Road
Gurgaon-122102, Haryana
India
Tel + 91 124 481 5000
Fax + 91 124 481 2111
CIN: U72200G1811999PLC041214

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info@comviva.com

- e. Variable Pay (Performance Linked Incentive (PLI)) – PLI is subject to the terms and conditions of the Performance Linked Incentive (PLI) program applicable for the year. Payments under the PLI program are primarily based on the Company, Unit/Function and Individual performance. Employees who join in middle of the year are eligible for pro-rated payments. Payable amount will be pro-rated for unpaid leave, if any.

The PLI incentive includes any assured statutory bonus, if applicable, which becomes payable under relevant statute for Payment of Bonus Act. Additional details will be as per the Performance Linked Incentive (PLI) program of the Company. In the event of a conflict in interpretations and terms, the PLI program applicable for the corresponding year will supersede anything mentioned in this letter.

Monthly Bonus – Paid out on monthly basis.

** Total Cost (TC) will be considered as the base for any future compensation reviews.

ESIC: Basis the eligibility criteria for your coverage under ESIC and in line with the statutory requirements and amendments thereto from time to time, your salary will be subjected to necessary deductions towards employee's contribution to ESIC. The company will make the necessary employer's contribution accordingly.

I, _____ have read the terms and conditions mentioned in Annexure. I understand and accept the same without any reservation.

Name	
Signature	
Date	
Place	

Read, Understood and Accepted


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506



Comviva Technologies Limited

Regd. Office
Capital Cyberscape
Sector 59
Golf Course Extension Road
Gurgaon-122102, Haryana
India
Tel: + 91 124 481 9000
Fax: + 91 124 481 9777
CIN: U72200HR1999PLC041214

comviva.com
info@comviva.com

October 31, 2022

To, Shalsham Sharma

Subject: Letter of intent for hiring

Dear Shalsham

Congratulations!

We are pleased to Shortlist you for a position with Comviva. The date of joining will be communicated to you at a later stage.


Your hiring is conditional upon the following:

- You may be posted at any location and/or any business unit within or outside India, however, final decision will be subject to business requirements.
- This offer of employment with Comviva is subject to the successful completion of your course with a minimum 80% passing marks along with the confirmation of positive background check.
- Should not have any active backlog at the time of joining/commencement of your training.
- Formal letter of appointment with all the terms and conditions will be shared at the time of joining.
- You may be requested to take the additional assessment if it is in line with the specific business unit hiring requirements.
- You are required to share the final acceptance of the letter on or before three working days from the date of issuance of this LOI for further consideration.
- Comviva holds all the rights to modify the initial training duration and stipend offered.
- You may be required to work in rotational shifts (night), and the same will be communicated to you in advance through the authorized representatives of Comviva.


An indicative compensation structure offered by Comviva for the position in respect of which you have been selected is appended herewith as an Annexure. At the time of joining, you will be required to sign an Employment Agreement containing detailed terms of your subsequent employment with Comviva.

We wish you an enriching career at Comviva. In case of any queries regarding the terms of this letter or your joining, please reach out to us at campus@comviva.com

Sincerely,


Vaishnavi Shukla
Director - Human Resources
Date: October 31, 2022

Read, Understood and Accepted


Principal
Dronacharya College of Engg.
Ajitkhi Nagar - 122506



Date: 12 Jul '22

INTERN OFFER LETTER

Dear Sarthak,

BlacknGreen is pleased to offer you the assessment for the role of Intern for a period of six months (**18 Jul 22 to Jan 22'**) for a stipend of **Rs. 25,000 per month**. We trust that your knowledge, skills and experience will be among our most valuable assets.

You are expected to join us from **18 Jul 22** at 11:00am at our Gurugram Office.

You are eligible for full-time employment after successful completion of intern period which is respected to your performance. Your compensation will be revised and raised to **5,50,000 per annum** and additionally a retention bonus of **50,000** being provided after incumbency of one year.

This internship is subject to your background check which company may do and in case of any negativity company may take any necessary disciplinary action which may lead to termination.

You're signing this letter confirms your acceptance of the terms and conditions and that you would be joining BNG on the given date. Kindly send us the confirmation by **13 Jul 2022**.

Sincerely

Vishal Das

CHRO
Human Resources

BNG Advanced Mobile Solutions Pvt Ltd.

Employee's Signatory

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



We Code your Ideas

Appointment Letter

Date: 29th Apr, 2022

Dear Ankit Prajapati,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Software Developer Intern** in our organization on the following terms and conditions.

Date of Joining: 2nd May, 2022

Stipend during Internship: Company will offer you a stipend of Rs. 15000/- per month.

Package: Company will offer you the package of **8 LPA**. Effective post your graduation & internship completion.

Place/Transfer: Your present place of work will be at Noida, but during the course of the service, you shall be liable to be posted/transferred anywhere to serve any of the Company's Projects or any other establishment in India at the sole discretion of the Management.

Probation/Confirmation: You will be on a probation period of six months. Based on your performance your service will be confirmed with the company in written after the probation period.

Personal Particulars: You will keep us informed of any change in your residential address, your family status, or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

Working Days: The regular working days of the Company are from Monday to Friday. However, if there is a need then the company can ask you work on Saturdays as well.

Retirement: You will automatically retire on attaining the age of 58 years.

Restriction on Personal Use: The use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, working time of the company for any personal use.

Appraisals: You are eligible for yearly appraisals depending upon you and your company's performance.



We Code your Ideas

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in-kind or otherwise, without the prior written permission of the Company.

1. You must acknowledge that you are accepting the pre-placement offer for full-time employment at the company along with the full-time internship.
2. You will keep Bits informed regarding your college examination schedules to avoid any last-minute work hampers. You will not be taking part in other competitive examinations, apart from the college academics, which will impact & lessen the working hours at Bits.
3. You will manage your college classes on your own or either by taking a non-obligation certificate (NOC) from your college to devote full working time at Bits.
4. You will not be entitled to any documentation process from the company's end if you break the agreement or leave the organization before the mentioned employment tenure. The documentation process may include your exit documents like the experience certificate, reference letter, or other employment proofs, etc.
5. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
6. You will be required to maintain utmost secrecy in respect of Project documents, commercial offers, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark, and Company's Human assets profile.
7. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
8. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged, or made public by you even thereafter. You can not disclose any information of the company like any data, project plan, or any other information, even after you leave the company. If done so, the company can or will take legal action against you.
9. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of the reason of any of the acts or omission the company shall be entitled to recover the damages from you.
10. You will not accept any present, commission, or any sort of gratification in cash or kind from any person, party or firm or Company having to deal with the company and if you are offered any, you



We Code your Ideas

should immediately report the same to the Management.

11. This appointment letter is being issued to you based on the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

12. You will be responsible for the safekeeping and return in good condition and order of all Company properties/assets/documents/digital assets, which may be in your use, custody or charge.

13. **Security:** Disciplinary Process for Breach of Security: Any breach in security as per information security policy will be taken seriously by the Company. An immediate Supervisor will report such breach to HR. Depending on the severity of the incident, disciplinary measures like a verbal or written warning or temporary suspension or termination may be followed.

14. **Non-Disclosure Agreement:** You are required to sign the non-disclosure agreement as part of the Company's guidelines. "Confidential Information" means information or material that is commercially valuable to Company and not generally known or readily ascertainable in the industry. This includes technical information concerning Company's products and services, including product know-how, formulas, designs, devices, diagrams, software code, test results, processes, inventions, research projects and product development, technical memoranda and correspondence. You are also not allowed to disclose your salary to your peers within or outside the organization, evidence of any such act can lead to immediate termination.

15. Termination of Service:

(i) The employee can terminate this employment by serving a notice of **90 days**. If you fail to serve your complete notice period then you need to pay the organization a recovery amount of **INR 1Lac**. The buyout option can be made available depending upon the project dependencies. The organization can break the employment anytime without giving any formal notice or notice pay.

NOTE: This clause will be applicable post your full-time employment effective date only. Before this, the employee can't put any notice period during the internship and they need to adhere to the Employment Tenure Agreement clause during their stay at the company.

(ii) **Employment Tenure Agreement:** You must acknowledge that while accepting the offer, you are accepting the full-time employment (pre-placement offer) at Bitcs. You will not be allowed to leave the company before your full-time employment effective date. Not adhering to the agreement will be subject to a legal breach of contract. Bitcs reserves the right to take action legally.

(iii) Integrity issues such as proxy attendance, giving confidential information to competitors or unauthorized members, submitting any false declarations, engaging oneself in any business/dual Employment (full time/ part-time) elsewhere without Company's knowledge or being involved in any such activities which are detrimental to the Company's interest would lead to termination.

16. **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 the company.



We Code your Ideas

Your salary details are strictly private and confidential and details in this letter should not be disclosed and discussed with others.

The above terms and conditions are based on the company'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 the company as shall be in force from time to time.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We congratulate you and welcome you to The BITCS family and look forward to a fruitful collaboration and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards our goal. We assure you of our support for your professional development and growth.

Company's Moto and Standings:

1. You always have the work

If anytime you don't have work, get the work from the lead you are working under first. Keep on asking him/her unless you are given the work. If anytime you don't have the work, you are the one to be blamed.

2. You like what you are doing

You love the work that you are doing here. If you don't like the work that means you are still not good at it. If you are not liking it talk to your lead and make sure you are well understood. The company wants everyone to love the work they are doing.

3. You are here for learning and excelling

Your primary motivation to work here should be the new learnings that you do here, you are here to excel in what you do. Other things are just the side effects like salary and other perks.

4. You think about the company, then your peers, and then about yourself

There is a famous theory that says if everyone starts thinking about themselves in the group then no one would be benefited from that action. If everyone has to succeed then the group should succeed first and with its success comes the success of everyone.

Here in BITCS, you should think about making the group a hit, your individual success will come following to that. Everyone should adhere to the company policies as the first step.

With best wishes,

For, BITCS
Head-HR

Vaibhav

I have carefully read and understood the terms and conditions of my assignment outlined herein as above. I agree to abide by the terms and conditions mentioned above and I affix my signature to signify my acceptance



We Code your Ideas

Appointment Letter

Date: 29th Apr, 2022

Dear Harsh Yadav,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Software Developer Intern** in our organization on the following terms and conditions.

Date of Joining: 2nd May, 2022

Stipend during Internship: Company will offer you a stipend of Rs. 15000/- per month.

Package: Company will offer you the package of **8 LPA**. Effective post your graduation & internship completion.

Place/Transfer: Your present place of work will be at Noida, but during the course of the service, you shall be liable to be posted/transferred anywhere to serve any of the Company's Projects or any other establishment in India at the sole discretion of the Management.

Probation/Confirmation: You will be on a probation period of six months. Based on your performance your service will be confirmed with the company in written after the probation period.

Personal Particulars: You will keep us informed of any change in your residential address, your family status, or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

Working Days: The regular working days of the Company are from Monday to Friday. However, if there is a need then the company can ask you work on Saturdays as well.

Retirement: You will automatically retire on attaining the age of 58 years.

Restriction on Personal Use: The use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, working time of the company for any personal use.

Appraisals: You are eligible for yearly appraisals depending upon you and your company's performance.



We Code your Ideas

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in-kind or otherwise, without the prior written permission of the Company.

1. You must acknowledge that you are accepting the pre-placement offer for full-time employment at the company along with the full-time internship.
2. You will keep Bitcs informed regarding your college examination schedules to avoid any last-minute work hampers. You will not be taking part in other competitive examinations, apart from the college academics, which will impact & lessen the working hours at Bitcs.
3. You will manage your college classes on your own or either by taking a non-obligation certificate (NOC) from your college to devote full working time at Bitcs.
4. You will not be entitled to any documentation process from the company's end if you break the agreement or leave the organization before the mentioned employment tenure. The documentation process may include your exit documents like the experience certificate, reference letter, or other employment proofs, etc.
5. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
6. You will be required to maintain utmost secrecy in respect of Project documents, commercial offers, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark, and Company's Human assets profile.
7. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
8. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged, or made public by you even thereafter. You can not disclose any information of the company like any data, project plan, or any other information, even after you leave the company. If done so, the company can or will take legal action against you.
9. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of the reason of any of the acts or omission the company shall be entitled to recover the damages from you.
10. You will not accept any present, commission, or any sort of gratification in cash or kind from any person, party or firm or Company having to deal with the company and if you are offered any, you



We Code your Ideas

should immediately report the same to the Management.

11. This appointment letter is being issued to you based on the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

12. You will be responsible for the safekeeping and return in good condition and order of all Company properties/assets/documents/digital assets, which may be in your use, custody or charge.

13. **Security:** Disciplinary Process for Breach of Security: Any breach in security as per information security policy will be taken seriously by the Company. An immediate Supervisor will report such breach to HR. Depending on the severity of the incident, disciplinary measures like a verbal or written warning or temporary suspension or termination may be followed.

14. **Non-Disclosure Agreement:** You are required to sign the non-disclosure agreement as part of the Company's guidelines. "Confidential Information" means information or material that is commercially valuable to Company and not generally known or readily ascertainable in the industry. This includes technical information concerning Company's products and services, including product know-how, formulas, designs, devices, diagrams, software code, test results, processes, inventions, research projects and product development, technical memoranda and correspondence. You are also not allowed to disclose your salary to your peers within or outside the organization, evidence of any such act can lead to immediate termination.

15. Termination of Service:

(i) The employee can terminate this employment by serving a notice of **90 days**. If you fail to serve your complete notice period then you need to pay the organization a recovery amount of **INR 1Lac**. The buyout option can be made available depending upon the project dependencies. The organization can break the employment anytime without giving any formal notice or notice pay.

NOTE: This clause will be applicable post your full-time employment effective date only. Before this, the employee can't put any notice period during the internship and they need to adhere to the Employment Tenure Agreement clause during their stay at the company.

(ii) **Employment Tenure Agreement:** You must acknowledge that while accepting the offer, you are accepting the full-time employment (pre-placement offer) at Bitsc. You will not be allowed to leave the company before your full-time employment effective date. Not adhering to the agreement will be subject to a legal breach of contract. Bitsc reserves the right to take action legally.

(iii) Integrity issues such as proxy attendance, giving confidential information to competitors or unauthorized members, submitting any false declarations, engaging oneself in any business/dual Employment (full time/ part-time) elsewhere without Company's knowledge or being involved in any such activities which are detrimental to the Company's interest would lead to termination.

16. **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 the company.



We Code your Ideas

Your salary details are strictly private and confidential and details in this letter should not be disclosed and discussed with others.

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In all matters including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We congratulate you and welcome you to The BITCS family and look forward to a fruitful collaboration and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards our goal. We assure you of our support for your professional development and growth.

Company's Moto and Standings:

1. You always have the work

If anytime you don't have work, get the work from the lead you are working under first. Keep on asking him/her unless you are given the work. If anytime you don't have the work, you are the one to be blamed.

2. You like what you are doing

You love the work that you are doing here. If you don't like the work that means you are still not good at it. If you are not liking it talk to your lead and make sure you are well understood. The company wants everyone to love the work they are doing.

3. You are here for learning and excelling

Your primary motivation to work here should be the new learnings that you do here, you are here to excel in what you do. Other things are just the side effects like salary and other perks.

4. You think about the company, then your peers, and then about yourself

There is a famous theory that says if everyone starts thinking about themselves in the group then no one would be benefited from that action. If everyone has to succeed then the group should succeed first and with its success comes the success of everyone.

Here in BITCS, you should think about making the group a hit, your individual success will come following to that. Everyone should adhere to the company policies as the first step.

With best wishes,

**For, BITCS
Head-HR**

Vaibhav

I have carefully read and understood the terms and conditions of my assignment outlined herein as above. I agree to abide by the terms and conditions mentioned above and I affix my signature to signify my acceptance

**Principal
Dronacharya College of Engg.
Farukh Nagar - 133506**



We Code your Ideas

Appointment Letter

Date: 29th Apr, 2022

Dear Nand Kumar,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Software Developer Intern** in our organization on the following terms and conditions.

Date of Joining: 2nd May, 2022

Stipend during Internship: Company will offer you a stipend of Rs. 15000/- per month.

Package: Company will offer you the package of 8 LPA. Effective post your graduation & internship completion.

Place/Transfer: Your present place of work will be at Noida, but during the course of the service, you shall be liable to be posted/transferred anywhere to serve any of the Company's Projects or any other establishment in India at the sole discretion of the Management.

Probation/Confirmation: You will be on a probation period of six months. Based on your performance your service will be confirmed with the company in written after the probation period.

Personal Particulars: You will keep us informed of any change in your residential address, your family status, or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

Working Days: The regular working days of the Company are from Monday to Friday. However, if there is a need then the company can ask you work on Saturdays as well.

Retirement: You will automatically retire on attaining the age of 58 years.

Restriction on Personal Use: The use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, working time of the company for any personal use.

Appraisals: You are eligible for yearly appraisals depending upon you and your company's performance.



We Code your Ideas

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in-kind or otherwise, without the prior written permission of the Company.

1. You must acknowledge that you are accepting the pre-placement offer for full-time employment at the company along with the full-time internship.

2. You will keep Bitcs informed regarding your college examination schedules to avoid any last-minute work hampers. You will not be taking part in other competitive examinations, apart from the college academics, which will impact & lessen the working hours at Bitcs.

3. You will manage your college classes on your own or either by taking a non-obligation certificate (NOC) from your college to devote full working time at Bitcs.

4. You will not be entitled to any documentation process from the company's end if you break the agreement or leave the organization before the mentioned employment tenure. The documentation process may include your exit documents like the experience certificate, reference letter, or other employment proofs, etc.

5. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

6. You will be required to maintain utmost secrecy in respect of Project documents, commercial offers, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark, and Company's Human assets profile.

7. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

8. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged, or made public by you even thereafter. You can not disclose any information of the company like any data, project plan, or any other information, even after you leave the company. If done so, the company can or will take legal action against you.

9. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of the reason of any of the acts or omission the company shall be entitled to recover the damages from you.

10. You will not accept any present, commission, or any sort of gratification in cash or kind from any person, party or firm or Company having to deal with the company and if you are offered any, you



We Code your Ideas

should immediately report the same to the Management.

11. This appointment letter is being issued to you based on the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

12. You will be responsible for the safekeeping and return in good condition and order of all Company properties/assets/documents/digital assets, which may be in your use, custody or charge.

13. **Security:** Disciplinary Process for Breach of Security: Any breach in security as per information security policy will be taken seriously by the Company. An immediate Supervisor will report such breach to HR. Depending on the severity of the incident, disciplinary measures like a verbal or written warning or temporary suspension or termination may be followed.

14. **Non-Disclosure Agreement:** You are required to sign the non-disclosure agreement as part of the Company's guidelines. "Confidential Information" means information or material that is commercially valuable to Company and not generally known or readily ascertainable in the industry. This includes technical information concerning Company's products and services, including product know-how, formulas, designs, devices, diagrams, software code, test results, processes, inventions, research projects and product development, technical memoranda and correspondence. You are also not allowed to disclose your salary to your peers within or outside the organization, evidence of any such act can lead to immediate termination.

15. Termination of Service:

(i) The employee can terminate this employment by serving a notice of **90 days**. If you fail to serve your complete notice period then you need to pay the organization a recovery amount of **INR 1Lac**. The buyout option can be made available depending upon the project dependencies. The organization can break the employment anytime without giving any formal notice or notice pay.

NOTE: This clause will be applicable post your full-time employment effective date only. Before this, the employee can't put any notice period during the internship and they need to adhere to the Employment Tenure Agreement clause during their stay at the company.

(ii) **Employment Tenure Agreement:** You must acknowledge that while accepting the offer, you are accepting the full-time employment (pre-placement offer) at Bits. You will not be allowed to leave the company before your full-time employment effective date. Not adhering to the agreement will be subject to a legal breach of contract. Bits reserves the right to take action legally.

(iii) Integrity issues such as proxy attendance, giving confidential information to competitors or unauthorized members, submitting any false declarations, engaging oneself in any business/dual Employment (full time/ part-time) elsewhere without Company's knowledge or being involved in any such activities which are detrimental to the Company's interest would lead to termination.

16. **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 the company.

Principal
Dronacharya College of Engg
Gurgaon, Haryana

 <https://bitcs.in/>

 info@bitcs.in

 [Gurgaon Haryana India 122002](#)



We Code your Ideas

Your salary details are strictly private and confidential and details in this letter should not be disclosed and discussed with others.

The above terms and conditions are based on the company'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 the company as shall be in force from time to time.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We congratulate you and welcome you to The BITCS family and look forward to a fruitful collaboration and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards our goal. We assure you of our support for your professional development and growth.

Company's Moto and Standings:

1. You always have the work

If anytime you don't have work, get the work from the lead you are working under first. Keep on asking him/her unless you are given the work. If anytime you don't have the work, you are the one to be blamed.

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You love the work that you are doing here. If you don't like the work that means you are still not good at it. If you are not liking it talk to your lead and make sure you are well understood. The company wants everyone to love the work they are doing.

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Your primary motivation to work here should be the new learnings that you do here, you are here to excel in what you do. Other things are just the side effects like salary and other perks.

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There is a famous theory that says if everyone starts thinking about themselves in the group then no one would be benefited from that action. If everyone has to succeed then the group should succeed first and with its success comes the success of everyone.

Here in BITCS, you should think about making the group a hit, your individual success will come following to that. Everyone should adhere to the company policies as the first step.

With best wishes,

**For, BITCS
Head-HR**

Vaibhav

I have carefully read and understood the terms and conditions of my assignment outlined herein as above. I agree to abide by the terms and conditions mentioned above and I affix my signature to signify my acceptance

**Principal
Dronacharya College of Engg.
Farukh Nagar - 123506
Gurgaon Haryana India 122002**



We Code your Ideas

Appointment Letter

Date: 29th Apr, 2022

Dear Vinayak Saubhri,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Software Developer Intern** in our organization on the following terms and conditions.

Date of Joining: 2nd May, 2022

Stipend during Internship: Company will offer you a stipend of Rs. 15000/- per month.

Package: Company will offer you the package of **8 LPA**. Effective post your graduation & internship completion.

Place/Transfer: Your present place of work will be at Noida, but during the course of the service, you shall be liable to be posted/transferred anywhere to serve any of the Company's Projects or any other establishment in India at the sole discretion of the Management.

Probation/Confirmation: You will be on a probation period of six months. Based on your performance your service will be confirmed with the company in written after the probation period.

Personal Particulars: You will keep us informed of any change in your residential address, your family status, or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

Working Days: The regular working days of the Company are from Monday to Friday. However, if there is a need then the company can ask you work on Saturdays as well.

Retirement: You will automatically retire on attaining the age of 58 years.

Restriction on Personal Use: The use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, working time of the company for any personal use.

Appraisals: You are eligible for yearly appraisals depending upon you and your company's performance.



We Code your Ideas

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in-kind or otherwise, without the prior written permission of the Company.

1. You must acknowledge that you are accepting the pre-placement offer for full-time employment at the company along with the full-time internship.

2. You will keep Bitcs informed regarding your college examination schedules to avoid any last-minute work hampers. You will not be taking part in other competitive examinations, apart from the college academics, which will impact & lessen the working hours at Bitcs.

3. You will manage your college classes on your own or either by taking a non-obligation certificate (NOC) from your college to devote full working time at Bitcs.

4. You will not be entitled to any documentation process from the company's end if you break the agreement or leave the organization before the mentioned employment tenure. The documentation process may include your exit documents like the experience certificate, reference letter, or other employment proofs, etc.

5. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

6. You will be required to maintain utmost secrecy in respect of Project documents, commercial offers, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark, and Company's Human assets profile.

7. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

8. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged, or made public by you even thereafter. You can not disclose any information of the company like any data, project plan, or any other information, even after you leave the company. If done so, the company can or will take legal action against you.

9. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of the reason of any of the acts or omission the company shall be entitled to recover the damages from you.

10. You will not accept any present, commission, or any sort of gratification in cash or kind from any person, party or firm or Company having to deal with the company and if you are offered any, you



We Code your Ideas

should immediately report the same to the Management.

11. This appointment letter is being issued to you based on the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

12. You will be responsible for the safekeeping and return in good condition and order of all Company properties/assets/documents/digital assets, which may be in your use, custody or charge.

13. **Security:** Disciplinary Process for Breach of Security: Any breach in security as per information security policy will be taken seriously by the Company. An immediate Supervisor will report such breach to HR. Depending on the severity of the incident, disciplinary measures like a verbal or written warning or temporary suspension or termination may be followed.

14. **Non-Disclosure Agreement:** You are required to sign the non-disclosure agreement as part of the Company's guidelines. "Confidential Information" means information or material that is commercially valuable to Company and not generally known or readily ascertainable in the industry. This includes technical information concerning Company's products and services, including product know-how, formulas, designs, devices, diagrams, software code, test results, processes, inventions, research projects and product development, technical memoranda and correspondence. You are also not allowed to disclose your salary to your peers within or outside the organization, evidence of any such act can lead to immediate termination.

15. Termination of Service:

(i) The employee can terminate this employment by serving a notice of **90 days**. If you fail to serve your complete notice period then you need to pay the organization a recovery amount of **INR 1Lac**. The buyout option can be made available depending upon the project dependencies. The organization can break the employment anytime without giving any formal notice or notice pay.

NOTE: This clause will be applicable post your full-time employment effective date only. Before this, the employee can't put any notice period during the internship and they need to adhere to the Employment Tenure Agreement clause during their stay at the company.


(ii) **Employment Tenure Agreement:** You must acknowledge that while accepting the offer, you are accepting the full-time employment (pre-placement offer) at Bitcs. You will not be allowed to leave the company before your full-time employment effective date. Not adhering to the agreement will be subject to a legal breach of contract. Bitcs reserves the right to take action legally.

(iii) Integrity issues such as proxy attendance, giving confidential information to competitors or unauthorized members, submitting any false declarations, engaging oneself in any business/dual Employment (full time/ part-time) elsewhere without Company's knowledge or being involved in any such activities which are detrimental to the Company's interest would lead to termination.

16. **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 the company.

 <https://bitcs.in/>

 info@bitcs.in


Gurgaon Haryana India 122002
Dronacharya College of Engg.
Farrukh Nagar - 123006



We Code your Ideas

Your salary details are strictly private and confidential and details in this letter should not be disclosed and discussed with others.

The above terms and conditions are based on the company'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 the company as shall be in force from time to time.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We congratulate you and welcome you to The BITCS family and look forward to a fruitful collaboration and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards our goal. We assure you of our support for your professional development and growth.

Company's Moto and Standings:

1. You always have the work

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With best wishes,

For, BITCS
Head-HR

Vaibhav

I have carefully read and understood the terms and conditions of my assignment outlined herein as above. I agree to abide by the terms and conditions mentioned above and I affix my signature to signify my acceptance

Admission Dronacharya Group of Institutions

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Tuesday, September 27, 2022 12:22 PM
To: 'tpo'
Cc: 'Director Director'; principal@ggnindia.dronacharya.info
Subject: RE: FW: Campus Placement Details || Appinventiv Technologies - Noida

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Naina,

Greetings!!

Sharing the selection of candidate details for your reference which received by the company.

Please find below the list of final selects with Appinventiv Technologies. Please book & make sure they don't back out.

Kindly share the results among students.

Sidhant
Sharma

sidhant.22684@ggnindia.dronacharya.info

Regards
Richa Jaiswal

From: tpo [mailto:tpo@ggnindia.dronacharya.info]
Sent: Monday, September 26, 2022 10:33 PM
To: TPO
Cc: 'Director Director'; principal@ggnindia.dronacharya.info
Subject: RE: FW: Campus Placement Details || Appinventiv Technologies - Noida

Dear Ma'am,

Any further update?

Kind Regards
Dronacharya

----- Original message -----

From: TPO <tpo@ggnindia.dronacharya.info>
Date: 19/09/2022 16:38 (GMT+05:30)
To: 'TPO' <tpo@ggnindia.dronacharya.info>
Cc: 'Director Director' <director@ggnindia.dronacharya.info>, principal@ggnindia.dronacharya.info
Subject: FW: Campus Placement Details || Appinventiv Technologies - Noida


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Dear Naina,

Sharing the update for HR Interview Process Kindly update the candidate as well.

Please find below the final round schedule for tomorrow:

Sidhant Sharma	sidhant.22684@ggnindia.dronacharya.info	20 Sept	1:40 PM
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Regards

Richa Jaiswal

From: TPO [mailto:tpo@gnindia.dronacharya.info]
Sent: Friday, September 9, 2022 12:50 PM
To: 'TPO'
Cc: 'Director Director'; 'principal@ggnindia.dronacharya.info'
Subject: FW: Campus Placement Details || Appinventiv Technologies - Noida


Dear Ma'am,

Greetings!!

Please find the schedule of shortlisted students selected for the Final round interviews.

They'll be getting a meeting link by eod.

Please circulate & convey them to join on time.


Principal
Dronacharya College of Engg.
Farukh Nagar - 120506

Sidhant Sharma	sidhant.22684@ggnindia.dronacharya.info	Round 2	13 Sept
Preeti	preeti.22671@ggnindia.dronacharya.info	Round 2	14 Sept

Regards

Richa Jaiswal

From: TPO [mailto:tpo@ggnindia.dronacharya.info]
Sent: Wednesday, September 7, 2022 11:45 AM
To: 'TPO'
Cc: 'director@ggnindia.dronacharya.info'; 'principal@ggnindia.dronacharya.info'
Subject: RE: Campus Placement Details || Appinventiv Technologies - Noida

Dear Ma'am,

Greetings!!

Please find some updates for your reference.

Shortlisted Students for the Final Round	
Sidhant Sharma	sidhant.22684@ggnindia.dronacharya.info
Preeti	preeti.22671@ggnindia.dronacharya.info
Vikas Nayak	vikas.22405@ggnindia.dronacharya.info

Regards

Richa Jaiswal


Principal
Dronacharya College of Engg-
Farukh Nagar - 123506

From: TPO [mailto:tpo@ggnindia.dronacharya.info]
Sent: Wednesday, September 7, 2022 11:23 AM
To: 'TPO'
Cc: director@gnindia.dronacharya.info; principal@ggnindia.dronacharya.info
Subject: RE: Campus Placement Details || Appinventiv Technologies - Noida

Ma'am, please share the names of shortlisted students for final round.

Yesterday, I was on my way and could not write the names. Please share the same.

Kind Regards

Renu Dua

Dronacharya

From: TPO [mailto:tpo@gnindia.dronacharya.info]
Sent: Wednesday, September 7, 2022 11:18 AM
To: 'TPO'
Cc: director@gnindia.dronacharya.info; principal@ggnindia.dronacharya.info
Subject: RE: Campus Placement Details || Appinventiv Technologies - Noida

Dear Ma'am,

Greetings!!

The Interview would be scheduled for tomorrow due to Non - availability of Panel for today.

Kindly Inform Students to check the mail by evening


Principal
Dronacharya College of Engg.
Farukh Nagar - 128506

Regards

Richa Jaiswal

From: TPO [mailto:tpo@ggnindia.dronacharya.info]
Sent: Wednesday, September 7, 2022 10:48 AM
To: 'TPO'
Cc: director@gnindia.dronacharya.info; principal@ggnindia.dronacharya.info
Subject: RE: Campus Placement Details || Appinventiv Technologies - Noida

Good Morning Ma'am,

As discussed, students didn't receive rescheduling mail from company.

Kind Regards

Renu Dua

Dronacharya

From: TPO [mailto:tpo@gnindia.dronacharya.info]
Sent: Tuesday, September 6, 2022 4:40 PM
To: 'TPO'
Cc: director@gnindia.dronacharya.info; principal@ggnindia.dronacharya.info
Subject: RE: Campus Placement Details || Appinventiv Technologies - Noida

Dear Ma'am,

Greetings!!

As discussed, sharing the names of candidates whose interview has been rescheduled.


Principal
Dronacharya College of Engineering
Farukh Nagar - 120006

Kindly ask them to check their mail for the invite and please ask them to inform Placement cell incase of any problem arise.

Note: Inform them do not mail the company directly for anything.

List Of Absent Students	
AMAN SHARMA	aman.22642@ggnindia.dronacharya.info
Keshav Bhartia	keshav.22075@ggnindia.dronacharya.info
Aditi Bhardwaj	aditi.22009@ggnindia.dronacharya.info

Regards

Richa Jaiswal

From: TPO [mailto:tpo@ggnindia.dronacharya.info]
Sent: Friday, September 2, 2022 5:23 PM
To: 'TPO'
Cc: director@ggnindia.dronacharya.info; principal@ggnindia.dronacharya.info
Subject: RE: Campus Placement Details || Appinventiv Technologies - Noida


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

22075 Keshav Bhartia also facing same issue.

Kindly check and update.

And mam its humble request to pick my call during placement activities days.

Kind Regards

Renu Dua

Dronacharya

From: TPO [mailto:tpo@ggnindia.dronacharya.info]
Sent: Friday, September 2, 2022 2:44 PM
To: 'TPO'
Cc: 'director@gnindia.dronacharya.info'; 'principal@ggnindia.dronacharya.info'
Subject: RE: Campus Placement Details || Appinventiv Technologies - Noida

Kindly update.

Kind Regards

Renu Dua

Dronacharya


Principal
Dronacharya College of Engg.
Gautam Nagar - 123506

From: TPO [mailto:tpo@ggnindia.dronacharya.info]
Sent: Friday, September 2, 2022 12:46 PM
To: 'TPO'
Cc: 'director@gnindia.dronacharya.info'; 'principal@ggnindia.dronacharya.info'
Subject: RE: Campus Placement Details || Appinventiv Technologies - Noida

Hello Ma'am,

Vikas, 22405 is in waiting. No one is allowing him to join meeting. Kindly check.

Herewith attached screenshot for your reference.

Kind Regards

Remu Dua

Dronacharya

From: TPO [mailto:tpo@gnindia.dronacharya.info]
Sent: Thursday, September 1, 2022 4:39 PM
To: 'TPO'
Cc: director@gnindia.dronacharya.info; principal@ggnindia.dronacharya.info
Subject: RE: Campus Placement Details || Appinventiv Technologies - Noida

Dear Ma'am,

Greetings!!

Please find below the list of shortlisted students selected for the PI Round. We are planning to conduct the PI Round on 2nd Sept.


Principal
Dr. Anil Kumar
Noida

Keshav Bhartia	keshav.22075@ggnindia.dronacharya.info
VARUN SHARMA	varunsh056@gmail.com
ADITI BHARDWAJ	aditi.22009@ggnindia.dronacharya.info
VISHAL BHARDWAJ	vishal.22179@ggnindia.dronacharya.info
Preeti	preeti.22671@ggnindia.dronacharya.info
Vikas Nayak	vikas.22405@ggnindia.dronacharya.info
Rahul Kumar	bhankharrahul28@gmail.com
Vivek Kumar	vivek.22345@ggnindia.dronacharya.info

Regards

Richa Jaiswal

From: TPO [mailto:tpo@ggnindia.dronacharya.info]

Sent: Monday, August 29, 2022 12:07 PM

To: 'Richa Jaiswal'

Cc: director@ggnindia.dronacharya.info; principal@ggnindia.dronacharya.info

Subject: RE: Campus Placement Details || Appinventiv Technologies - Noida

Hello Ma'am,

Below mentioned student didn't receive test invite. Kindly share his details with company again.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

DCE	22683	Sandeep Singh Rauthan	Male	6/15/2000	9625788657
-----	-------	-----------------------	------	-----------	------------

Kind Regards

Renu Dua

Dronacharya

From: Richa Jaiswal [mailto:tpo@gnindia.dronacharya.info]
Sent: Monday, August 29, 2022 11:47 AM
To: tpo@ggnindia.dronacharya.info
Cc: director@gnindia.dronacharya.info; principal@ggnindia.dronacharya.info
Subject: Re: Campus Placement Details || Appinventiv Technologies - Noida

Dear Ma'am,

Greetings!!

Please find the updated process below:

- **Presentation and Q&A Session** (On 29th August at 1:00 PM, Duration: 1 hour)
- **Online Assessment Test**(will be sending test links to all registered students email id on 28th August, After the presentation, Students can appear for the test between 3:00 PM - 5:00 PM anytime/ Assessment test will include C/C++,Database/Aptitude)
- **Result Declaration** (Results will be announced within 2 days)
- **PI/Technical Interview Rounds** (From Sept Technical Interview Rounds)
- **Final Result Declaration** (final results)

PFB zoom meeting link for 29th August session & share the same with all the registered students:

Join Zoom Meeting

<https://us02web.zoom.us/j/89735027973?pwd=Y2RSYkhZczZET3BIZ1FUdUJmcWNQdz09>

Meeting ID: 897 3502 7973

Passcode: Bas94n


Principal
Dronacharya College of Engineering

Admission Dronacharya Group of Institutions

From: Sandhya Dwivedi <sandhya.d@antino.io>
Sent: Monday, October 10, 2022 5:06 PM
To: mandeepdangi22@gmail.com
Cc: HR Team; Finance; Harsh Bhardwaj; Disha Chahar; tpo@ggnindia.dronacharya.info
Subject: Agreement- Antino Labs
Attachments: Mandeep- Agreement.pdf

Dear Mandeep,

As discussed, We are delighted to offer you the position of **Software Developer Intern**. Your stipend would be **Rs. 15,000 (Fifteen Thousand only) per month**. You will be on probation for a period of **six (06) months**, the start date of appointment.

At the end of this period, your service will be automatically confirmed unless the Company decides not to extend the Probation. If your conduct and performance are found unsatisfactory or if it falls short of expectation either during the initial probationary period or during an extended period of probation your services are liable to be terminated without assigning any reason.

After the completion of probation period, your annual CTC would be between **4 - 6 LPA** which depends on your performance and feedback, salary raises will be directly linked with performance appraisal.

We will share the detailed offer letter after receiving the signed Agreement from your end and the term of the agreement & its covenants will be **One & a half Year (18 calendar months)** including the probation period of **Six (6) months**.

Please duly sign the attached Agreement and send it back to us as soon as possible.

Regards,
Sandhya Dwivedi
Human Resource Executive
Antino Labs Private Limited
6th floor Spaze iTech Park, Sector 49,
Sohna Road Gurgaon (Haryana)
Mobile: +91-8800609571


Principal
Dronacharya College of Engg.
Gurgaon Nagar - Haryana

Admission Dronacharya Group of Institutions

From: Sandhya Dwivedi <sandhya.d@antino.io>
Sent: Friday, October 7, 2022 5:39 PM
To: adarshdhiman007@gmail.com
Cc: HR Team; Disha Chahar; Harsh Bhardwaj; tpo@ggnindia.dronacharya.info
Subject: Bond- Antino Labs
Attachments: Adarsh Dhiman- Bond.pdf

Dear Adarsh,

As discussed, We are delighted to offer you the position of **Software Developer Intern**. Your stipend would be **Rs. 15,000 (Fifteen Thousand only) per month**. You will be on probation for a period of **six (06) months**, the start date of appointment.

At the end of this period, your service will be automatically confirmed unless the Company decides not to extend the Probation. If your conduct and performance are found unsatisfactory or if it falls short of expectation either during the initial probationary period or during an extended period of probation your services are liable to be terminated without assigning any reason.

After the completion of probation period, your annual CTC would be between **4 - 6 LPA** which depends on your performance and feedback, salary raises will be directly linked with performance appraisal.

We will share the detailed offer letter after receiving the signed Bond Agreement from your end and the term of the agreement & its covenants will be **One & a half Year (18 calendar months)** including the probation period of **Six (6) months**.

Please duly sign the attached Bond Agreement and send it back to us as soon as possible.

Regards,
Sandhya Dwivedi
Human Resource Executive
Antino Labs Private Limited
6th floor Spaze iTech Park, Sector 49,
Sohna Road Gurgaon (Haryana)
Mobile: +91-8800609571


Principal
Dronacharya College of Engg.
C-1, Saksh Nagar - 123606



ANTINO LABS

Creating Values Through Convergence

CIN U72900HR2019PTC081259

Offer Letter

19-10-2022

Dear Mr. Chirag Sethi,

We are excited to be offering you a full-time position as a **Software Developer - Intern** at **Antino Labs Private Limited**.

As discussed, your date of joining would be **31st October, 2022**. Your duration of Internship would be 6 months.

During training period, you will be given a monthly stipend of **INR 15,000** per month. Your work timings would be **9:30AM to 6:30PM** from Monday to Friday. You are entitled to take **1.5 leaves** per month. The notice period is 1 Month.

If your decision is to join Antino Labs Private Limited, please mail and confirm your acceptance of our offer by today along with scan copy of ID proof.

If there are any questions, please do not hesitate to contact us at hr@antino.io or **+91-7088702261**.


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

@ info@antino.io

+91-1244015088

<https://antino.io>



ANTINO LABS

Creating Values Through Convergence

Annexure

Chirag Sethi	Software Developer - Intern	DOJ-31/10/22
Location	Gurgaon	
Components	Monthly	Annual
Basic	7,500.00	90,000.00
House Rent Allowances	3,750.00	45,000.00
Other Allowance	2,850.00	34,200.00
Gross CTC	14,100.00	1,69,200.00
Deductions		
Provident Fund(EMPLOYEE)	900.00	10,800.00
Employees State Insurance Scheme	458.00	5,496.00
Net In Hand	12,742.00	1,52,904.00
Compliance		
EPF (EMPLOYER)	900.00	10,800.00
Employees State Insurance Scheme	106.00	1,272.00
Gratuity	360.58.00	4,327.00
Total CTC	15,466.58	1,85,599.00

*Gratuity will be paid after completion of 5 Years.

*Leave encashment will be paid along with June month's salary after completion of each financial year.

With Regards,

Gayatri Gupta

VP – HR & Admin

Gayatri Gupta

@ info@antino.io

+91-1244015088

Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Disha Chahar <Disha.chahar@antino.io>
Sent: Monday, October 3, 2022 10:52 AM
To: TPO
Cc: principal@ggnindia.dronacharya.info
Subject: Re: Campus Placement Drive

Hi Renu,

Greetings of the day!!

Please find the names of selected candidates below:

Sandeep Kumar
Gautam Tirkha
Adarsh Dhiman
Mandeep
Chirag (Frontend)

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Friday, September 30, 2022 9:51 AM
To: Disha Chahar <Disha.chahar@antino.io>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>
Subject: RE: Campus Placement Drive

Dear Ma'am,

Noted with Thanks!!

Kind Regards
Renu Dua
Dronacharya

From: Disha Chahar [mailto:Disha.chahar@antino.io]
Sent: Friday, September 30, 2022 6:34 PM
To: TPO
Cc: principal@ggnindia.dronacharya.info
Subject: Re: Campus Placement Drive

Hi Renu,

Please find the names of students who are shortlisted for technical round below:

Harsh Kumar
Vikas Dalal
Raj Singh
Vridhi Jain
Yogesh


Principal
Dronacharya College of Engg.
Gurgaon Nagar - 128506

Praveen Kumar
Sandeep Kumar
Sandeep Saini
Mandeep
Ashu Kumar Singh
Varun Sharma
Harshit Kumar
Chandani Yadav
Aman Sharma
Susant Sharma
Pankaj
Chirag
Vikas Nayak
Deepak Sharma
Priyanshi Agrawal
Gautam Tirkha
Ritesh Kumar
Adarsh Dhiman
Navneet Kumar
Chirag
Aman Verma
Nazia Shamin
Aditi
Parth Narang
Divyanshu Agrawal
Shikha Lavaniya
Bhavesh Jha

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Friday, September 30, 2022 2:53 AM
To: Disha Chahar <Disha.chahar@antino.io>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>
Subject: RE: Campus Placement Drive

Hello Ma'am,

Please find below details for your kind reference.

Roll No.	NAME	BRANCH	10th%	12th%	Diploma%	B.Tech%	10 digits	Email-id (no. @ggnindia.dronacharya.info)
							Principal Dronacharya College of Engg. Farrukh Nagar - 123506	

22126	Raj Singh	CSE	80	70	NA	71	8882607916	raj.22126@ggnindia
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Kind Regards
Renu Dua
Dronacharya

From: Disha Chahar [mailto:Disha.chahar@antino.io]
Sent: Friday, September 30, 2022 2:44 PM
To: TPO
Cc: principal@ggnindia.dronacharya.info
Subject: Re: Campus Placement Drive

sent

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Friday, September 30, 2022 1:11 AM
To: Disha Chahar <Disha.chahar@antino.io>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>
Subject: RE: Campus Placement Drive

Dear Ma'am,

Please find below updated mail id of Shubham. It is requested to please share the test invite on below mentioned email id.

22160	Shubham	CSE	shubhamyadav3583@gmail.com					
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Sorry for the inconvenience.

Kind Regards
Renu Dua
Dronacharya

From: TPO [mailto:tpo@ggnindia.dronacharya.info]
Sent: Friday, September 30, 2022 1:06 PM
To: 'Disha Chahar'
Cc: 'principal@ggnindia.dronacharya.info'
Subject: RE: Campus Placement Drive

Dear Disha Ma'am,

Two more students haven't received the invite.

14044	Himanshu malwal	CSE	72.2	70	NA	70.02	7428970733
14706	Navneet Kumar	CSE	72		65	66.7	9971698097

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Kind Regards
Renu Dua

Dronacharya

From: TPO [mailto:tpo@ggnindia.dronacharya.info]

Sent: Friday, September 30, 2022 12:54 PM

To: 'Disha Chahar'

Cc: 'principal@ggnindia.dronacharya.info'

Subject: RE: Campus Placement Drive

Dear Disha Ma'am,

Below students have not received the test invite.

Roll No.	NAME	BRANCH	Email-id (name.roll no.@ggnindia.dronacharya.info)
14139	Ritesh Kumar	IT	Ritesh.14139@gnindia.dronacharya.info
14403	Aman Aggarwal	CSIT	Aman.14403@gnindia.Dronacharya.info
14425	Manu Aggarwal	CSIT	manu.14425@gnindia.dronacharya.info
14708	MANU	CSE	manu.14708@gnindia.dronacharya.info
14714	Muskan	CSE	muskan.14714@gnindia.dronacharya.info
14717	Abhishek kumar	CSE	abhishek.14717@gnindia.dronacharya.info
14434	Ratika Swami	CSIT	ratika.14434@gnindia.dronacharya.info
14416	Deepak Sharma	CSIT	Deepak.14416@gnindia.dronacharya.info
14029	Chirag	CSE	chirag.14029@gnindia.dronacharya.info
14110	Sumit Mishra	CSE	sumit.14110@gnindia.dronacharya.info
14025	Ayush Srivastava	CSE	ayush.14025@gnindia.dronacharya.info
14028	Bipin kumar	CSE	bipin.14028@gnindia.dronacharya.info
14027	Bhavesh Jha	CSE	bhavesh.14027@gnindia.dronacharya.info
14422	Kavya Verna	CSIT	kavya.14422@gnindia.dronacharya.info
14121	Vishal Kumar	CSE	vishal.14121@gnindia.dronacharya.info
14111	Tanu tyagi	CSE	tanyatyagi873@gmail.com
14118	Vibhav Kumar Dubey	CSE	vibhav.14118@gnindia.dronacharya.info
14710	Shikha lavaniya	CSE	shikha.14710@gnindia.dronacharya.info
22160	Shubham	CSE	shubham.22160@ggnindia.dronacharya.info

It is requested to please share the test link again.

Kind Regards
Renu Dua
Dronacharya


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123508

From: TPO [mailto:tpo@ggnindia.dronacharya.info]
Sent: Thursday, September 29, 2022 8:14 PM
To: 'Disha Chahar'
Cc: 'principal@ggnindia.dronacharya.info'
Subject: RE: Campus Placement Drive

Dear Ma'am,

This is the final list.

Sorry for the inconvenience.

Kind Regards
Renu Dua
Dronacharya

From: TPO [mailto:tpo@ggnindia.dronacharya.info]
Sent: Thursday, September 29, 2022 7:29 PM
To: 'Disha Chahar'
Cc: 'principal@ggnindia.dronacharya.info'
Subject: RE: Campus Placement Drive

Dear Disha Ma'am,

Greetings!!

Please find attached updated database of interested students for your kind reference.

Apologies for submitting the data again.

Thanks & Regards

Renu Dua
Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502
Mobile- 9990797776, 9910380107
email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info
Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: TPO [mailto:tpo@ggnindia.dronacharya.info]
Sent: Monday, September 12, 2022 2:10 PM
To: 'Disha Chahar'
Cc: 'principal@ggnindia.dronacharya.info'
Subject: RE: Campus Placement Drive

Dear Disha Ma'am,


Principal
Dronacharya College of Engg.
Farrukh Nagar • 123606

Greetings!!

As discussed, please find attached updated database for your kind reference.

We confirm the dates, 30th September & 1st October for recruitment process.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Disha Chahar [mailto:Disha.chahar@antino.io]

Sent: Monday, September 12, 2022 1:09 PM

To: TPO

Cc: principal@ggnindia.dronacharya.info

Subject: Re: Campus Placement Drive

Hi Renu,

Greetings from Antino Labs!

Thanks for sharing the database of interested students. We would like to conduct campus placement drive on 30th September & 1st October.

Please share your contact information so that we can discuss further regarding the same.

From: TPO <tpo@ggnindia.dronacharya.info>

Sent: Sunday, September 11, 2022 11:56 PM

To: Disha Chahar <Disha.chahar@antino.io>

Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>

Subject: RE: Campus Placement Drive

Good Afternoon Ma'am,

Please find attached database of interested students for your kind reference.

Looking forward to schedule.

Kind Regards

Renu Dua

Dronacharya


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

From: TPO [mailto:tpo@ggnindia.dronacharya.info]
Sent: Saturday, September 10, 2022 2:16 PM
To: 'Disha Chahar'
Cc: principal@ggnindia.dronacharya.info
Subject: RE: Campus Placement Drive

Dear Disha Ma'am,

Greetings!!

Thank you so much for sharing the opportunity.

We will share the database of interested students on Monday.

Thanks & Regards

Renu Dua
Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502
Mobile- 9990797776, 9910380107
email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info
Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Disha Chahar [mailto:Disha.chahar@antino.io]
Sent: Friday, September 9, 2022 5:12 PM
To: tpo@ggnindia.dronacharya.info
Subject: Campus Placement Drive

Hello there,

Greetings from Antino Labs!

We wish to hire **Software Developers** for following Profiles:

1. Mobile App Development
2. Frontend Development
3. Backend Development

Stipend during Internship (6 months): **INR 15,000/month**

Work Location: **Sec - 49, Gurgaon and Bangalore**

Compensation after internship: **INR 4 LPA - 6 LPA** (Details to be shared in the Offer Letter)
Dronacharya College of Engg.
Farrukh Nagar - 123506

Contract Duration: **1.5 years** (6 months internship and 1 year full time)

Technology We Work Primarily: React.JS, Node.JS, React Native, Swift, Kotlin, Python Django, PHP, Java Script, Angular, Flutter, iOS, Android

Following Questions, a Candidate should answer while applying:

1. Select the Job Role you wish to apply (Mobile App development/Frontend Development/Backend Development)
2. Have you done any relevant internships/projects? Please share the details for the same
3. Do you have any live App/Website links?
4. What Programming Language are you most comfortable with?
- 5.

Relevant Streams for recruitment: **CSE/ECE/IT** - We are also open to hire candidates from other streams if they have relevant qualifications.

For further information about Antino Labs please visit our website - <https://www.antino.io/>

Regards,

Disha Chahar | Sr. Human Resources Manager

a: Antino Labs Pvt. Ltd. | 6th Floor, Tower B3, Spaze I-Tech Park, Sector 49 | Gurugram, Haryana

w: <https://www.antino.io> | m: +91-9205675709


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



American Express (India) Private Limited
Commercial Block – 3, (Zone - 6)
DLF City, Phase – V
Gurgaon – 122 002 (Haryana)
Tel: 91 (0124) 467 6002
Fax: 91 (0124) 467 7655

19-Dec-22

The Chairperson, Placements

Dronacharya College of Engineering

Dear Sir/Madam,

1. This has reference to the invitation to provide your student **Ishita Sehgal** exposure to professional working environment by way of a summer training assignment as part of the student's course with your institute.
2. The student will undergo this summer training at our organization with effect from **16-Jan-23** till **23-Jun-23**. The student during the period of internship/ training shall abide by the Company policies.
3. Notwithstanding any other provision, during the period of summer training:
 - a. Our organization shall be entitled, in its sole discretion, to send the student back to your institute at any time, with prior intimation to you, and /or
 - b. This arrangement will end automatically on the student ceasing to be enrolled with your institute at any time, and you shall apprise us in this regard.
4. During the period of this training our organization shall pay a monthly stipend of **Rs. 85000** to the student, subject to deduction of tax at source, if applicable. No other sums, expenses or costs shall be payable unless approved in writing by our company.
5. The details of the project/training assignment(s) shall be communicated to the student from time to time during the training period.
6. The student shall, if required for purpose of the project/assignment, travel anywhere in or outside India at the sole discretion of our organization. In case of travel to location other than our office in **Gurgaon** suitable travel arrangements/reimbursements of travel expense shall be made as per our company rules.
7. We confirm that this arrangement does not in any way constitute or imply any relationship of employer/employee between our organization and the student.

We shall be happy to provide any more information required by you.

Kindly acknowledge the receipt of this letter and confirm acceptance by sending across a signed copy for our records.

Thanking you,

Dr. Sachin Gulati
Director – India Campus Recruitment

Ishita Sehgal

1244 Principal IND OFF OFL
Dronacharya College of Engg.
Farukh Nagar - 122506

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1

Annexure 1 – to the Internship Offer Letter

This document aims to provide additional clarifications to some critical components or questions pertaining to the American Express Summer Internship Program "Internship":

1. **Internship Stipend** – The Internship Offer Letter clearly calls out the monthly stipend. This is the **only amount** Intern is eligible during the Internship period and shall not be entitled to any other statutory benefits that full-time employee of the Company are entitled to.
2. **American Express Credit Card Enrollment Fees** – During the period of Internship, he/she is not eligible for claiming reimbursements related to annual fees of American Express Credit Cards.
3. **Transport / Travel** – In continuation of (1) above, any travel or transport reimbursements depend on business unit requirements or location policies once the situation normalizes from the COVID-19 effect.
4. **Company Policy** – In addition to all mandatory trainings, Interns throughout the period of their internship shall adhere to American Express Policies applicable to them including Code of Conduct and Social Media Policy.
5. **Internship Completion Letter** – The Internship completion letter will only be shared upon successful completion of Internship for the full cohort which the Intern is part of and upon confirmation of recovery of all AMEX issued assets. No interim proofs of internships, supporting letters or emails shall be provided before the completion of Internship period.


Principal
Dronacharya College of Engg.
Gurgaon Nagar - 123006



American Express (India) Private Limited
Commercial Block – 3, (Zone - 6)
DLF City, Phase – V
Gurgaon – 122 002 (Haryana)
Tel: 91 (0124) 467 6002
Fax: 91 (0124) 467 7655

19-Dec-22

The Chairperson, Placements

Dronacharya College of Engineering

Dear Sir/Madam,

1. This has reference to the invitation to provide your student **Tania** exposure to professional working environment by way of a summer training assignment as part of the student's course with your institute.
2. The student will undergo this summer training at our organization with effect from **16-Jan-23** till **23-Jun-23**. The student during the period of internship/ training shall abide by the Company policies.
3. Notwithstanding any other provision, during the period of summer training:
 - a. Our organization shall be entitled, in its sole discretion, to send the student back to your institute at any time, with prior intimation to you, and /or
 - b. This arrangement will end automatically on the student ceasing to be enrolled with your institute at any time, and you shall apprise us in this regard.
4. During the period of this training our organization shall pay a monthly stipend of **Rs. 85000** to the student, subject to deduction of tax at source, if applicable. No other sums, expenses or costs shall be payable unless approved in writing by our company.
5. The details of the project/training assignment(s) shall be communicated to the student from time to time during the training period.
6. The student shall, if required for purpose of the project/assignment, travel anywhere in or outside India at the sole discretion of our organization. In case of travel to location other than our office in **Gurgaon** suitable travel arrangements/reimbursements of travel expense shall be made as per our company rules.
7. We confirm that this arrangement does not in any way constitute or imply any relationship of employer/employee between our organization and the student.

We shall be happy to provide any more information required by you.

Kindly acknowledge the receipt of this letter and confirm acceptance by sending across a signed copy for our records.

Thanking you,

Dr. Sachin Gulati
Director – India Campus Recruitment

Decoded by
Tania
12482170

Tania

19-Dec-2022 | 9:20:23 AM MST

790559d0-ec5f-4a4b-93a2-c229a0c0a886

1

12482170
Principal
Dronacharya College of Engg.
IND_OFF_OFL
Registered Office : Metropolitan – Saket, 7th Floor, Office Block, District of New Delhi – 110017
CIN – U74899DL1994PTC059865
Email : Info.qs@am@aexp.com



American Express (India) Private Limited
Commercial Block - 3, (Zone - 6)
DLF City, Phase - V
Gurgaon - 122 002 (Haryana)
Tel: 91 (0124) 467 6002
Fax: 91 (0124) 467 7655

19-Dec-22

The Chairperson, Placements

Dronacharya College of Engineering

Dear Sir/Madam,

1. This has reference to the invitation to provide your student **Prerna Gupta** exposure to professional working environment by way of a summer training assignment as part of the student's course with your institute.
2. The student will undergo this summer training at our organization with effect from **16-Jan-23** till **23-Jun-23**. The student during the period of internship/ training shall abide by the Company policies.
3. Notwithstanding any other provision, during the period of summer training:
 - a. Our organization shall be entitled, in its sole discretion, to send the student back to your institute at any time, with prior intimation to you, and /or
 - b. This arrangement will end automatically on the student ceasing to be enrolled with your institute at any time, and you shall apprise us in this regard.
4. During the period of this training our organization shall pay a monthly stipend of **Rs. 85000** to the student, subject to deduction of tax at source, if applicable. No other sums, expenses or costs shall be payable unless approved in writing by our company.
5. The details of the project/training assignment(s) shall be communicated to the student from time to time during the training period.
6. The student shall, if required for purpose of the project/assignment, travel anywhere in or outside India at the sole discretion of our organization. In case of travel to location other than our office in **Gurgaon** suitable travel arrangements/reimbursements of travel expense shall be made as per our company rules.
7. We confirm that this arrangement does not in any way constitute or imply any relationship of employer/employee between our organization and the student.

We shall be happy to provide any more information required by you.

Kindly acknowledge the receipt of this letter and confirm acceptance by sending across a signed copy for our records.

Thanking you,

Dr. Sachin Gulati
Director - India Campus Recruitment

DocuSigned by:
Prerna Gupta
1222E D9513260424
Prerna Gupta

19-Dec-2022 | 9:13:55 AM MST

Principal
Dronacharya College of Engineering
Farukh Nagar - 123506
OFF_OFL

790559d0-ec5f-4a4b-93a2-c229a0c0a886

1



American Express (India) Private Limited
Commercial Block – 3, (Zone - 6)
DLF City, Phase – V
Gurgaon – 122 002 (Haryana)
Tel : 91 (0124) 467 6002
Fax : 91 (0124) 467 7655

Private & Confidential

Declaration

DATE:- **19-Dec-22**

NAME:- **Tania**

ADDRESS OF INSTITUTE:- **Khentawas , Farrukh Nagar, Gurugram, Haryana - 123507**

Dear **Tania**

Reference: Letter dated **19-Dec-22** to The Chairman **Dronacharya College of Engineering**

This is with reference to the abovementioned Letter dated **19-Dec-22** , wherein the institute was informed of the summer training assignment at American Express.

We would like to draw your attention to para 2 of the said letter (Copy attached herewith) wherein it is mentioned that you (the student) will undergo summer training (that is a part of your curriculum) at our organization with effect from **16-Jan-23** and that you shall abide by confidentiality, safety / security regulations and any other applicable rules and regulations of our organization.

Accordingly you hereby agree that:

1. You shall not release or divulge any information, any records of American Express that include but are not limited to information about banking accounts and transactions, proprietary data, trade secrets, and other confidential information, to any individual and/or any entity both during and after your summer training assignment .
2. You shall not undertake such activities or work that would lead to a possible conflict of interest during your summer training assignment with American Express.
3. You shall to be bound by the American Express's Code of Conduct and fully adhere to relevant local laws, regulations, policies and procedures during your assignment and that any breach of the same will bring the assignment to an immediate end.

Thanking you,

Dr. Sachin Gulati
Director – India Campus Recruitment

I confirm acceptance of this Letter and the conditions therein provided

Signature:

Name : **Tania**

Date Signed: 19-Dec-2022 | 9:22:25 AM MST

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Dronacharya College of Engg.
Farrukh Nagar - 123506



American Express (India) Private Limited
Commercial Block – 3, (Zone - 6)
DLF City, Phase – V
Gurgaon – 122 002 (Haryana)
Tel : 91 (0124) 467 6002
Fax : 91 (0124) 467 7655

Private & Confidential

Declaration

DATE:- **19-Dec-22**

NAME:- **Prerna Gupta**

ADDRESS OF INSTITUTE:- **Khentawas , Farrukh Nagar, Gurugram, Haryana - 123508**

Dear **Prerna Gupta**

Reference: Letter dated **19-Dec-22** to The Chairman **Dronacharya College of Engineering**

This is with reference to the abovementioned Letter dated **19-Dec-22** , wherein the institute was informed of the summer training assignment at American Express.

We would like to draw your attention to para 2 of the said letter (Copy attached herewith) wherein it is mentioned that you (the student) will undergo summer training (that is a part of your curriculum) at our organization with effect from **16-Jan-23** and that you shall abide by confidentiality, safety / security regulations and any other applicable rules and regulations of our organization.

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3. You shall to be bound by the American Express's Code of Conduct and fully adhere to relevant local laws, regulations, policies and procedures during your assignment and that any breach of the same will bring the assignment to an immediate end.

Thanking you,

Dr. Sachin Gulati
Director – India Campus Recruitment

I confirm acceptance of this Letter and the conditions therein provided

Signature:

Name : **Prerna Gupta**

Date Signed: **19-Dec-2022 | 9:18:03 AM MST**

12482643 **Principal** IND_OFF_OFI
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Farrukh Nagar - 123506

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DLF City, Phase – V
Gurgaon – 122 002 (Haryana)
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Fax : 91 (0124) 467 7655

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Declaration

DATE:- **19-Dec-22**

NAME:- **Ishita Sehgal**

ADDRESS OF INSTITUTE:- **Khentawas , Farrukh Nagar, Gurugram, Haryana - 123506**

Dear **Ishita Sehgal**

Reference: Letter dated **19-Dec-22** to The Chairman **Dronacharya College of Engineering**

This is with reference to the abovementioned Letter dated **19-Dec-22** , wherein the institute was informed of the summer training assignment at American Express.

We would like to draw your attention to para 2 of the said letter (Copy attached herewith) wherein it is mentioned that you (the student) will undergo summer training (that is a part of your curriculum) at our organization with effect from **16-Jan-23** and that you shall abide by confidentiality, safety / security regulations and any other applicable rules and regulations of our organization.

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2. You shall not undertake such activities or work that would lead to a possible conflict of interest during your summer training assignment with American Express.
3. You shall to be bound by the American Express's Code of Conduct and fully adhere to relevant local laws, regulations, policies and procedures during your assignment and that any breach of the same will bring the assignment to an immediate end.

Thanking you,

Dr. Sachin Gulati
Director – India Campus Recruitment

I confirm acceptance of this Letter and the conditions therein provided

Signature:

Name : **Ishita Sehgal**

Date Signed: 19-Dec-2022 | 8:50:49 AM MST

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OFFER CUM APPOINTMENT LETTER FOR FIXED-TERM EMPLOYMENT

Saksham Choudhary
117/1 Masjid Moth, South Extension Part 2
Delhi – 110049
DL
IND

Dear Saksham,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055, Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for Fixed-Term Employment (hereinafter the "Offer cum Appointment Letter") the position of **CS Associate(C)[S]** at **Noida, India**.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **2 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your fixed-term employment with Amazon India will commence on **19-Sep-2022** and shall end as per the provisions contained in Section 14 herein below.

2. Duties

1

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- 2.1 You will be employed in the position of **CS Associate(C)(S)**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.
- 2.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.
- 2.3 You acknowledge that during the course of your fixed-term employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.
- 2.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

3. Hours of Work

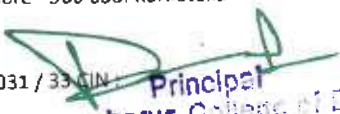
The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your employment, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

4. Place of Work

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Your initial place of work will be at Amazon India's in Noida. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

Moreover, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

5. Remuneration

- 5.1 Your Annual Base Pay will be **Rs.235,000** per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer's and the employee's provident fund contributions. Your salary will compensate you for all hours worked.
- 5.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies, or your failure to return Amazon India's property.
- 5.3 You will be reimbursed for any reasonable expenses incurred by you in the course of the performance of your duties on behalf of Amazon India, subject to your compliance with the Expenses Policy contained in Amazon India's Policies and Procedures.


6. Contribution to Employees' Provident Fund

Amazon India will contribute to Employees' Provident Fund (EPF) as and when required by the Employees' Provident Funds and Miscellaneous Provision Act, 1952 read with the Employees' Provident Funds Scheme, 1952, and as further described in Amazon India's Policies and Procedures.

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The Employees' Provident Fund Organization ('EPFO'), the statutory body established under Employees' Provident Funds and Miscellaneous Provisions Act, 1952, requires linking of the employee's Aadhaar details with their respective Universal Account Number ('UAN'). For this purpose and to enable Amazon India to make the EPF contributions, Amazon India will collect a copy of your e-aadhar, which needs to be uploaded by you on Amazon HRS tool prior to commencement of your employment with Amazon India. Foreign Nationals / Overseas Citizens of India shall be required to provide a copy of the first and last page of their valid passport for this purpose.

You acknowledge and provide your consent to Amazon India to use your aadhaar/e-aadhaar or passport (as the case may be) during the tenure of your employment with Amazon India for the purpose of any other requirement under a Government scheme or benefit that may mandate production of such documents as per the applicable law(s) and/or for Amazon India's compliance with its obligations under applicable law(s).

7. Leave

Amazon India will grant you leave as provided in Amazon India's Policies and Procedures. All leave scheduling and organisation will be arranged to ensure smooth business operation; your manager's approval is required prior to your scheduling or changing any leave.

8. Confidential Information and Confidentiality Obligations


8.1 "Confidential Information" means and includes any information that relates to the business of the Company that is not generally available to the public. Without limiting the foregoing, Confidential Information includes:

- (1) the identity of, contractual terms with, and any information relating to, the Company's business partners, customers, services clients, sellers, agents, employees, contractors, investors, joint ventures, vendors, or suppliers and the terms on which the Company does business with each such entity, or generally;
- (2) computer code (including source code and object code) or software developed, modified, or used by the Company;
- (3) data of any sort compiled by the Company, including, but not limited to, data relating to products and services, advertising and marketing, and existing or prospective customers, clients, vendors, or business partners;

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- (4) algorithms, procedures or techniques, or the essential ideas and principles underlying such algorithms, procedures or techniques, developed by, or whose workings are otherwise known to, the Company (but excluding any public domain algorithms, procedures, or techniques), whether or not such algorithms, procedures or techniques are embodied in a computer program, including, but not limited to, techniques for identifying prospective customers, communicating effectively with prospective or current customers, reducing operating costs, or increasing system reliability;
- (5) the fact that the Company uses, has used, or has evaluated for potential use any particular database, source of data, algorithm, procedure or technique, or the essential ideas and principles underlying such algorithm, procedure or technique, developed or supplied by a party other than the Company (including any algorithms, procedures or techniques in the public domain), whether or not such algorithms, procedures or techniques are embodied in a computer program;
- (6) pricing or marketing strategies developed, investigated, acquired (from a third party or otherwise), evaluated, modified, tested or employed by the Company, or any information related to, or that might reasonably be expected to lead to, the development of such strategies;
- (7) information about the Company's future plans, including, but not limited to, plans for expanding into new products, geographical areas, market segments, or services;
- (8) any information that would typically be included in the Company's financial statements, including, but not limited to, the amount of the Company's assets, liabilities, net worth, revenues, expenses, or net income;
- (9) the following information which shall hereinafter be referred to as the "Disclosure Information":
 - (a) any and all algorithms, procedures or techniques related to the Company's business activities or to your work with the Company, and the essential ideas and principles underlying such algorithms, procedures or techniques, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, whether or not such algorithms, procedures or techniques are embodied in a computer program;

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- (b) any and all pricing or marketing strategies, the essential ideas and principles on which such strategies are based, and any information that might reasonably be expected to lead to the development of such strategies, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company;
 - (c) information relating to any and all products and services, and the essential ideas and principles underlying any and all products and services, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, whether or not such products or services are marketed, sold, or provided by the Company; and
 - (d) any other ideas or information conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, if the idea or information could reasonably be expected to prove useful or valuable to the Company;
- (10) any other information gained in the course of your employment with the Company that could reasonably be expected to prove deleterious to the Company if disclosed to third parties, including without limitation, any information that could reasonably be expected to aid a competitor or potential competitor of the Company in competing more effectively with the Company;
 - (11) any information received by the Company from third parties, whether or not under obligation of confidentiality;
 - (12) any information derived from any of the above, including any intellectual property rights attached thereto; and
 - (13) any copies of the above mentioned information.

8.2 Confidentiality Obligations:

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- (1) You acknowledge that you have acquired and/or will acquire Confidential Information during the course of, or incident to, your employment with the Company, and that the ability of the Company to continue in business could be seriously jeopardized if such Confidential Information were to be used by you or by other persons or firms to compete with the Company. Accordingly, you agree that you shall not, directly or indirectly, at any time, during the term of your employment with the Company or at any time thereafter, and without regard to when or for what reason, if any, such employment shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, you agree that you will give the Company prompt notice of any such order/direction of a court/ regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which the Company may reasonably require in order to secure such order or such remedy (with your expenses reasonably incurred in providing such assistance to be reimbursed by the Company). In the event such protective order or other remedy is not obtained, you shall furnish only that portion of the Confidential Information which is legally required by the governmental entity or regulatory authority; and will use reasonable efforts to obtain confidential treatment for any Confidential Information so disclosed.
- (2) During the course of your employment with the Company and at the date of termination thereof (hereinafter the "Date of Termination"), you shall promptly disclose and deliver over to the Company, without additional compensation, in writing, or in such form and manner as the Company may reasonably require, the Disclosure Information defined in Section 9.1(9) hereinabove, to the extent that such disclosure could reasonably be expected to be of interest to the Company.
- (3) Nothing in this Offer cum Appointment Letter shall be deemed to dilute or waive any rights related to the protection of trade secrets that the Company may have under common law or any applicable statutes.

9. Intellectual Property Rights

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9.1 All patents, copyrights, trade secrets, trade/commercial names, proprietary rights, logos, slogans and all other intellectual property rights developed by or for the Company by any person, including but not limited to intellectual property rights relating to any and/or all of the Confidential Information, ("Intellectual Property Rights") shall be owned by the Company. For good and valuable consideration the receipt and sufficiency of which is hereby acknowledged, you hereby agree to irrevocably, perpetually and unconditionally sell, assign, transfer and convey to the Company and its successors your entire right, title and interest in the Confidential Information and/or Intellectual Property Rights and any improvements thereto throughout the world, including, without limitation:


- (1) all patents, copyrights, trade secrets, trade/commercial names, logos, other proprietary rights and all other intellectual property rights in the Confidential Information and all rights to secure registrations, renewals and extensions of the same;
- (2) all rights to make, have made, use, practice, import, export and otherwise fully exploit the Confidential Information and any and all improvements that the employee or Company may hereafter make or develop;
- (3) all rights to file and prosecute applications for patent, copyright and all other intellectual property protection covering the Confidential Information and improvements thereon, and the processes and designs embodied therein, in India, the United States and in every other country and jurisdiction throughout the world;
- (4) all rights under any patent, copyright and all other intellectual property which may be issued on the Confidential Information or the improvements thereon, and any processes and designs therein, and all rights to enjoy the same; and
- (5) all documents, notes, notebooks, drawings, schematics, prototypes, magnetically encoded media, electronically stored information, or other materials related to the Confidential Information.

9.2 During the period of your employment with the Company and as may be reasonably necessary subsequent to your employment, you agree to cooperate with the Company as may be necessary to obtain patent, copyright and all other intellectual property protection for the Intellectual Property Rights and improvements thereto throughout the world and agree to do such further acts and execute and deliver to the Company such instruments as may be required to perfect, register or enforce the Company's ownership of the rights assigned, transferred or conveyed. If such cooperation is required after the Date of Termination, the Company shall compensate you at a reasonable rate for the time and

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related expenses actually spent by you at the Company's request. If you fail or refuse to execute any such instruments, you hereby appoint the Company as your attorney-in-fact to act on your behalf and to execute such instruments. This appointment shall be irrevocable and deemed to be a power coupled with an interest.

- 9.3 For the purposes of the assignment, transfer or conveyance referred to hereinabove, you acknowledge and covenant that your employment with the Company and the benefits received thereunder shall be treated as good and valuable consideration and that you are not entitled to any further consideration in any form or manner whatsoever in relation thereto.
- 9.4 Notwithstanding any other provision hereof to the contrary, this Offer cum Appointment Letter does not obligate you to assign or offer to assign to the Company any of your rights in an invention for which no equipment, supplies, facilities, Intellectual Property Rights, Confidential Information or trade secret information of the Company was used and which was developed entirely on your own time, unless (a) the invention relates (i) directly to the business of the Company, or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from or is related to, any work performed by you for the Company.
- 9.5 No Grant of Rights.

You agree that all rights, title and interest in the Intellectual Property Rights and Confidential Information shall be owned exclusively by the Company. Nothing herein contained shall be construed as a grant by implication, estoppel or otherwise, of a license of any kind by either you to the Company, or by the Company to you, for example, to make, have made, use or sell any product using the Intellectual Property Rights, Confidential Information, or as a license under any patent, patent application, utility model, copyright, mask work right, or any other intellectual property right.

10. Non-Solicitation

- 10.1 During your employment with the Company and for a period of 12 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, vendor or supplier; and
- 10.2 During your employment with the Company and for a period of 12 months thereafter, you shall not solicit or attempt to influence any person employed or engaged by the Company

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(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.

11. Employee Data Protection

- 11.1 You authorise Amazon India to collect, process and transfer all personal employee-related information obtained by Amazon India for the purpose of proactively managing the employment relationship.
- 11.2 You further authorise the transfer to, and storage of, your personal information in the worldwide employee database currently located in Seattle, Washington, U.S.A. (or such other location as Amazon India determines from time to time). Human Resources and selected management throughout the Amazon group worldwide will be authorised to access this database.

12. Exclusivity of Services

During your employment, you will be required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of Amazon India at all times. You shall not, without the written consent of Amazon India, be in any way directly or indirectly engaged or concerned in any other business or undertaking.


13. Termination of Employment

- 13.1 Your employment with Amazon India shall automatically end on **24-Dec-2022** unless terminated earlier as per the provisions of this Section.
- 13.2 Your employment may be terminated by either party by giving one month's written notice (exclusive of any leaves availed during the said period) or payment of one month salary in lieu of such notice period to the other party. Amazon India holds the right to accept or deny payment in lieu of the said one month notice.
- 13.3 Amazon India reserves the right to terminate your employment forthwith "for cause" without advance notice and without payment of severance, in the event you:
- (i) have been found guilty of any misconduct or indiscipline after due enquiry by Amazon India;

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- (ii) have violated or are in breach of any of the terms of this Offer cum Appointment Letter or Amazon India's Policies and Procedures;
- (iii) have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to Amazon India;
- (iv) have suppressed any information or submitted false information with the view to obtain employment in Amazon India;
- (v) are convicted for any offence under any law for the time being in force in any jurisdiction;
- (vi) commit any act detrimental to the interest of Amazon India;
- (vii) abstain from work for seven consecutive days without informing Amazon India

13.4 On the expiry or sooner termination of your employment for any reason whatsoever, you will return to Amazon India, without delay, all assets belonging to Amazon India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Amazon India or relating to its business affairs or dealing, including any Confidential Information and Intellectual Property Rights, which are in your possession or under your control. At Amazon India's option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Amazon India's Policies and Procedures, which will reaffirm your compliance of your post-termination obligations, including return of Amazon India's property/properties and releasing Amazon India from all claims, liabilities and obligations. Where Amazon has made any excess payment to you as part of your relieving formalities, whether or not such excess payment is termed "Full and Final Settlement", you shall be obligated and liable to repay such excess amount forthwith upon being notified by Amazon.

14. Employee Benefits


You will be eligible to receive employee benefits as may be provided by Amazon India in Amazon India's 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 offer letter.

15. New Hire Background Investigation

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REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055, Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123006

- 15.1 It is Amazon India's policy to investigate all its new hires. Your fixed-term employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.
- 15.2 You authorise Amazon India 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.
- 15.3 In case you are waiting for the results of your examinations and you are hired prior to the same, your continued employment with Amazon India will be subject to passing the said examination and completing the course, failing which Amazon India reserves the right to take action including termination of your employment without notice.
- 15.4 In case your exams have been postponed due to Covid 19 situation, your continued employment will be contingent to your appearing for the exam and passing the same within a period of 6 months from the date of joining. Amazon India reserves the right to take action including termination of your employment without notice in case of failure to produce proof of passing within the said period.

16. Foreign Nationals

- 16.1 In case you are not an Indian national and, under any law, are required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in India, you are required to ensure all such permissions are obtained before commencement of employment with Amazon India.
- 16.2 You are also required to ensure all future correspondence and permissions for continued stay and employment in the country as per the governing law are complied with at all times. If required, Amazon shall be at liberty to demand copies / originals of such permission.
- 16.3 It is made clear that possessing valid work permit / authorisation at all times of your employment is an inherent requirement of your employment with Amazon India. Any time after the execution of this Offer cum Appointment Letter, if it is found that you do not have required work permit / visa, Amazon India shall terminate your employment, without notice, with immediate effect, without any liability towards you.

17. Representations and Warranties

amazon | Development Centre
India

You hereby represent and warrant to the Company that:

- 17.1 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;
- 17.2 you shall not, during the course of your employment with the Company, use or disclose any document/s that in any way constitutes confidential, proprietary for trade secret information of a third party (including a former employer), except pursuant to written authorization by such third party to do so;
- 17.3 you are not in unauthorized possession or control of any document/s that in any way constitutes confidential, proprietary for trade secret information of a third party (including a former employer);
- 17.4 during the course of your employment with the Company, you will not violate any non-solicitation or similar agreements or obligations that you have with any third party; and
- 17.5 there are no other agreements executed by you with third parties that conflict with the terms and conditions of your employment with Amazon India or that restrict your ability to execute this Offer cum Appointment Letter;
- 17.6 You are aware that your employment is only for a limited, fixed duration and that you will not have the right, nor will you make a claim, to be inducted as permanent employee with Amazon India.
- 17.7 You recognize that the restrictions set forth in this Offer cum Appointment Letter may limit your future flexibility in many ways. You expressly acknowledge that (i) the limitations specified herein are fair and reasonable in view of the nature of the business in which the Company is engaged, your position with the Company, and your access to Confidential Information / Intellectual Property Rights, (ii) you are voluntarily entering into this Offer cum Appointment Letter, and (iii) in spite of the restraints imposed herein, you will be able to engage in other lawful professions, trades or businesses after termination of your employment with the Company. You recognize that your compensation is adequate consideration and acknowledge that you will not be subject to undue hardship or inconvenience by reason of your agreeing to the provisions contained herein.

18. Notices

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REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055, Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

All notices issued by you to the Company or by the Company to you shall be sent either by registered post, courier through a recognised courier service provider to your Primary Work Location or by email transmission which shall be deemed to have been received the next working day provided the notice is also sent by registered post the next working day after email transmission.

19. Waiver

Failure of the Company to insist upon strict adherence of any term of this Offer cum Appointment Letter on any occasion/s shall not be considered a waiver thereof or deprive the Company of the right thereafter to insist upon strict adherence to that term or any other term of this Offer cum Appointment Letter.

20. Severability

The holding of any provision of this Offer cum Appointment Letter to be illegal, invalid, or unenforceable by a court of competent jurisdiction shall not affect any other provision hereof, which shall remain in full force and effect.

21. Assignment

Except as otherwise provided in this Section, this Offer cum Appointment Letter shall inure to the benefit of, and be binding upon you and your heirs, representatives, successors and assigns. Neither this Offer cum Appointment Letter nor any right or interest hereunder shall be assignable by you or your legal heirs, beneficiaries or legal representatives without the Company's prior written consent. This Offer cum Appointment Letter shall be assignable by the Company to a subsidiary or affiliate of the Company; or to any corporation, partnership, or other entity that may be organized by the Company, as a separate business unit in connection with the business activities of the Company; or to any corporation, partnership, or other entity resulting from the reorganization, merger or consolidation of the Company with any other corporation, partnership or other entity, or any corporation, partnership, or other entity to or with which all or any portion of the Company's business or assets may be sold, exchanged or transferred.


22. Employer – Employee Relationship

The relationship between the Company and you hereunder shall be solely that of an employer and employee and no modification of responsibility or compensation made hereinafter shall be construed so as to constitute the relationship of partners or joint ventures or so as to as to construe you as an independent contractor of the Company.

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REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th
Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055, Karnataka
India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
U72200KA2004FTC034233


Principal
Dronacharya College of Engg.
Farrukh Nager - 123506

23. Liability for Breach

You acknowledge and accept that your breach of any of the terms contained in this Offer cum Appointment Letter or in Amazon India's Policies and Procedures 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 Offer cum Appointment Letter (e.g., for recovery of damages or other relief), the Company will be entitled to recover its reasonable attorneys' fees and other costs incurred.

24. Authorization to Notify New Employer

You hereby grant consent to the Company to notify any of your new employer/s about your rights and obligations under this Offer cum Appointment Letter.

25. Governing Law and Jurisdiction

Your employment, and any disputes which may arise under, out of, or in connection with your employment, shall be governed by and construed in accordance with the laws of India; and the Courts having territorial jurisdiction over the registered office of the Company shall alone have exclusive jurisdiction to try and entertain such disputes to the exclusion of any other Courts situated elsewhere.

26. Agreement/Modifications


The terms described in this Offer cum Appointment Letter and Amazon India's Policies and Procedures will cumulatively constitute the terms of your employment, and shall supersede any previous discussions, offers or agreements relating to your employment, or the subject matter hereof. Any additions to, deletions of, or modifications of these terms are valid and effective only if the same are carried out in writing and signed by you and an officer of Amazon India.

27. Headings

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REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th
Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka
India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
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Farrukh Nagar - 123506



The Section headings appearing in this Offer cum Appointment Letter are used for convenience of reference only and shall not be considered a part of this Offer cum Appointment Letter or in any way modify, amend or affect the meaning of any of its provisions.

28. Survival

Your obligations under Sections 8, 9, 11, 13, 19, 20, 21, 23, 24, 25 and this Section 28 hereof shall survive the termination of this Offer Cum Appointment Letter and of your employment with the Company.

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REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th
Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055, Karnataka
India

Tel. : +91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
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Farrukh Nagar - 123506



You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by: PRAVEEN POLIMATI SATYA
Date: 2022.09.12 20:01:29 +05:30
Location: India


ACCEPTANCE

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.

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REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055, Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN: U72200KA2004FTC034233


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Admission Dronacharya Group of Institutions

From: Tanvee Verma <tanvee@aidash.com>
Sent: Tuesday, August 30, 2022 12:46 PM
To: TPO; Akhya Mishra; Nidhi Yelburgi
Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2023 Batch

Follow Up Flag: Follow up
Flag Status: Flagged

Hi Renu,

Thanks for all your assistance provided for the drive. As discussed earlier, we will be going with below listed students for our internship programme at AiDash. They also will be receiving internship offer letter by today eod.

Sparsh Goyal

Pallavi Singh

Yash Bhargav

Yatin Madan

Ritika Joshi

Thanks

Regards,
Tanvee Verma
Lead HR
AiDash

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: 25 August 2022 14:58
To: Akhya Mishra <akhya@aidash.com>; Tanvee Verma <tanvee@aidash.com>; Nidhi Yelburgi <nidhi.yelburgi@aidash.com>
Subject: FW: Campus Invitation - Dronacharya College of Engineering, Gurugram_2023 Batch

EXTERNAL SENDER. DO NOT click links, or open attachments, if the sender is unknown, or the message seems suspicious in any way. DO NOT provide your user ID or Password.

For your Kind reference.

From: TPO [mailto:tpo@ggnindia.dronacharya.info]
Sent: Thursday, August 25, 2022 2:56 PM
To: 'Akhya Mishra'; 'Tanvee Verma'
Cc: 'principal@ggnindia.dronacharya.info'; 'Sanjay Kaushik'; 'Rahul Saxena'; 'Nidhi Yelburgi'
Subject: RE: Campus Invitation - Dronacharya College of Engineering, Gurugram_2023 Batch


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

Dear Ma'am,

PFA the resume

Rest of the students resume sharing soon.

From: Akhya Mishra [mailto:akhya@aidash.com]
Sent: Thursday, August 25, 2022 2:36 PM
To: Tanvee Verma; TPO
Cc: principal@ggnindia.dronacharya.info; Sanjay Kaushik; Rahul Saxena; Nidhi Yelburgi
Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2023 Batch

Hi Renu,

Below is the list of shortlisted students for drive:

Candidate Name
Gandharv kumar
Ayush Rawat
Jatin Chawla
Yogesh
Om Thakur
Sagar
Ashu Kumar Singh
Sparsh Goyal
Pallavi Singh
Yash Bhargav
Raj verma
Jatin Kumar
Nitesh Saini
Yatin Madan
Ritika Joshi
Navneet kumar
Parth Verma
Sparsh Goyal
Devanshu Verma

Thanks & Regards,
Akhya Mishra

From: Tanvee Verma <tanvee@aidash.com>
Sent: 25 August 2022 12:17
To: TPO <tpo@ggnindia.dronacharya.info>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>; Sanjay Kaushik <sanjay@aidash.com>; Akhya <akhya@aidash.com>; Rahul Saxena <rahul@aidash.com>; Nidhi Yelburgi <nidhi.yelburgi@aidash.com>
Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Mishra <akhya@aidash.com>

Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2023 Batch

Hi Renu,

PFA for the test link below -

<https://hr.gs/aidash-sdet-2022>

Passcode - 9ggG79KO66X%

Instructions:

1. Please ask students to use Mozilla or Chrome as browser
2. Please ask students to switch on camera while attempting test otherwise the test won't go through.
3. Switching tabs will notify the system, and the candidate will be disqualified.
4. Test duration is 60 minutes from time of login.
5. The test will be conducted on Hackerrank's platform
6. There is no negative marking
7. The link will be active at 12:30PM for students to do the initial formalities and will be there till 1:45PM

Thanks

Reg,
Tanvee

From: TPO <tpo@ggnindia.dronacharya.info>

Sent: 20 August 2022 17:23

To: Tanvee Verma <tanvee@aidash.com>

Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>; Sanjay Kaushik <sanjay@aidash.com>; Rahul Saxena <rahul@aidash.com>; Nidhi Yelburgi <nidhi.yelburgi@aidash.com>; Akhya Mishra <akhya@aidash.com>

Subject: RE: Campus Invitation - Dronacharya College of Engineering, Gurugram_2023 Batch

EXTERNAL SENDER. DO NOT click links, or open attachments, if the sender is unknown, or the message seems suspicious in any way. DO NOT provide your user ID or Password.

Good Evening Ma'am,

Please find attached database of interested students for your kind reference.

Looking forward to further updates.

Kind Regards

Renu Dua
Dronacharya


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

From: TPO [mailto:tpo@ggnindia.dronacharya.info]
Sent: Wednesday, August 17, 2022 3:53 PM
To: 'Tanvee Verma'
Cc: 'principal@ggnindia.dronacharya.info'; 'Sanjay Kaushik'; 'Rahul Saxena'; 'Nidhi Yelburgi'; 'Akhya Mishra'
Subject: RE: Campus Invitation - Dronacharya College of Engineering, Gurugram_2023 Batch

Good Afternoon Tanvee Ma'am,

As discussed, we can conduct the drive on 25th August.

We will share the database of interested students tomorrow.

Kindly confirm how many members will be in your team visiting our campus. Also, it is requested to share any requirements you need us for arrangement. Kindly feel free to contact for any information or requirement at any point of time.

We are looking forward to meet you and your team on 25th August .

Kind Regards

**Renu Dua
Dronacharya**

From: Tanvee Verma [mailto:tanvee@aidash.com]
Sent: Tuesday, August 16, 2022 12:59 PM
To: TPO
Cc: principal@ggnindia.dronacharya.info; Sanjay Kaushik; Rahul Saxena; Nidhi Yelburgi; Akhya Mishra
Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2023 Batch

Hi Renu,

PFA for the JD with the mail. Also, please find below details for eligibility, etc -

We are looking for 9 **Months Internship** starting **Mid Sept,2022**.

The **Stipend amount will be Rs.40,000 Per month** during the internship.

For Full time placement, **based on the performance after completion of Internship**, the final offer will be rolled out to the selected candidates.

The final offer (CTC) will be of Rs.10,00,000 (Rs. 9 Lakh fixed +1 Lakh Variable)

Required Branches: CSE/CSIT/IT

CGPA Cutoff: 7.0


Principal
Dronacharya College of Engg.
Gurugram - 122006

Please let me know on the dates/time slots for Pre-placement talk, written test and interviews to be conducted.

Thanks

Regards,
Tanvee Verma
Lead HR
AiDash

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: 05 August 2022 08:33
To: Tanvee Verma <tanvee@aidash.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>; Sanjay Kaushik <sanjay@aidash.com>; Rahul Saxena <rahul@aidash.com>; Nidhi Yelburgi <nidhi.yelburgi@aidash.com>; Akhya Mishra <akhya@aidash.com>
Subject: RE: Campus Invitation - Dronacharya College of Engineering, Gurugram_2023 Batch

EXTERNAL SENDER. DO NOT click links, or open attachments, if the sender is unknown, or the message seems suspicious in any way. DO NOT provide your user ID or Password.

Good Morning Tanvee Ma'am,

Thank you so much for sharing the confirmation for 25th August.

It is requested to please share the job description, eligibility criteria and salary/stipend details for sharing with 2023 Batch students.

We look forward to meet you all on 25th August.

Thanks & Regards

Renu Dua
Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502
Mobile- 9990797776, 9910380107
email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info
Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Tanvee Verma [mailto:tanvee@aidash.com]
Sent: Monday, August 1, 2022 6:05 PM
To: TPO
Cc: principal@ggnindia.dronacharya.info; Sanjay Kaushik; Rahul Saxena; Nidhi Yelburgi; Akhya Mishra
Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2023 Batch


Principal
Dronacharya College of Engg.
Gurgaon - 123506

Hi Renu,

We will like to go with 25th Aug for our campus drive.

Thanks

Regards,
Tanvee

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: 01 August 2022 10:11
To: Tanvee Verma <tanvee@aidash.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>; Sanjay Kaushik <sanjay@aidash.com>; Rahul Saxena <rahul@aidash.com>; Nidhi Yelburgi <nidhi.yelburgi@aidash.com>
Subject: RE: Campus Invitation - Dronacharya College of Engineering, Gurugram_2023 Batch

EXTERNAL SENDER. DO NOT click links, or open attachments, if the sender is unknown, or the message seems suspicious in any way. DO NOT provide your user ID or Password.

Good Morning Ma'am,

Noted with Thanks!!

Kind Regards

Renu Dua
Dronacharya

From: Tanvee Verma [mailto:tanvee@aidash.com]
Sent: Monday, August 1, 2022 9:30 AM
To: TPO
Cc: principal@ggnindia.dronacharya.info; Sanjay Kaushik; Rahul Saxena; Nidhi Yelburgi
Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2023 Batch

Hi Renu,

Thanks for letting us know the available slots. Will confirm you today on this.

Regards,
Tanvee

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: 30 July 2022 13:03
To: Tanvee Verma <tanvee@aidash.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>; Sanjay Kaushik <sanjay@aidash.com>; Rahul Saxena <rahul@aidash.com>; Nidhi Yelburgi <nidhi.yelburgi@aidash.com>
Subject: RE: Campus Invitation - Dronacharya College of Engineering, Gurugram_2023 Batch

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Principal
Dronacharya College of Engineering
Farrukh Nagar - 125506

Good Afternoon Ma'am,

As discussed, open slots for recruitment process are 15th, 16th, 22nd, 23rd and 25th to 31st August.

We look forward to your confirmation.

Kind Regards

**Renu Dua
Dronacharya**

From: TPO [mailto:tpo@ggnindia.dronacharya.info]
Sent: Thursday, July 28, 2022 10:52 AM
To: 'Tanvee Verma'
Cc: 'principal@ggnindia.dronacharya.info'; 'Sanjay Kaushik'; 'Rahul Saxena'; 'Nidhi Yelburgi'
Subject: RE: Campus Invitation - Dronacharya College of Engineering, Gurugram_2023 Batch

Dear Tanvee Ma'am,

Greetings!!

As discussed, we want to conduct the drive on 16th August instead of 17th August.

We look forward to your confirmation.

We really feel sorry for the inconvenience.

Kind Regards

**Renu Dua
Dronacharya**

From: TPO [mailto:tpo@ggnindia.dronacharya.info]
Sent: Thursday, July 14, 2022 5:49 PM
To: 'Tanvee Verma'
Cc: 'principal@ggnindia.dronacharya.info'; 'Sanjay Kaushik'; 'Rahul Saxena'; 'Nidhi Yelburgi'
Subject: RE: Campus Invitation - Dronacharya College of Engineering, Gurugram_2023 Batch


Good Evening Tanvee Ma'am,

As discussed, we can conduct the drive on 17th August 2022.

It is requested to please share the job description, eligibility criteria and salary/stipend details.

Kind Regards

**Renu Dua
Dronacharya**


**Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506**

From: Tanvee Verma [mailto:tanvee@aidash.com]
Sent: Thursday, July 14, 2022 9:44 AM
To: TPO

Cc: principal@ggnindia.dronacharya.info; Sanjay Kaushik; Rahul Saxena; Nidhi Yelburgi
Subject: Re: Campus Invitation - Dronacharya College of Engineering, Gurugram_2023 Batch

Hi Renu,

Hope you are doing good..!! Let me call you today to discuss this ahead.

Thanks

Regards,
Tanvee Verma
Lead HR
AiDash

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: 14 July 2022 09:35
To: Sanjay Kaushik <sanjay@aidash.com>
Cc: principal@ggnindia.dronacharya.info <principal@ggnindia.dronacharya.info>; Tanvee Verma <tanvee@aidash.com>
Subject: Campus Invitation - Dronacharya College of Engineering, Gurugram_2023 Batch

EXTERNAL SENDER. DO NOT click links, or open attachments, if the sender is unknown, or the message seems suspicious in any way. DO NOT provide your user ID or Password.

Dear Sanjay Sir,
Greetings!!

This is in regards to hiring of students from **Dronacharya**.

It is indeed with great pleasure **Dronacharya College of Engineering, Gurugram** cordially invite your esteemed organization once again to participate in our Campus Recruitment Drive for 2023 Batch.

"Shiksha evam Sahayata" i.e. Education and Help are the two words etched on our banner soaring higher year after year. Our goal is to continuously improve the healthy learning environment and facilities being provided to the students to achieve academic excellence for employability as world class Technocrats and Managers.

Dronacharya College of Engineering, Gurugram is one of the leading technical institutes in the State of Haryana. Our College offers **08 disciplines in Bachelor Program (B.Tech)** (Computer Science & Engineering, Electronics & Communication Engineering, Information Technology, Computer Science & Information Technology, Mechanical Engineering, Civil Engineering, Electronics and Computer Engineering and Electrical & Electronics Engineering) and **04 disciplines in Master Program (M.Tech)** (Computer Science & Engineering, Electronics & Communication Engineering, Information Technology and Mechanical Engineering)

Our College has the proud privilege of following accreditations, affiliations and certifications:

- (a) Accreditations by National Board of Accreditation (NBA)
- (b) Accredited by National Assessment and Accreditation Council (NAAC)
- (c) Approved by All India Council of Technical Education.
- (d) Permanently Affiliated to Maharshi Dayanand University, Rohtak.
- (e) An ISO 9001:2008 Certified Institution.
- (f) An ISO 14001:2004 Environmental Management System certified Institution.

DCE has more than 15 active student's chapter for imparting and enhancing practical knowledge of students towards engineering. We have Memorandum of Understanding with different renowned industries and institutes throughout the world. We also give exposure of our students to OBE & NPTEL courses for better understanding of their domain. We also have an Industry-Academia association cell determined to bridge the gap between Industry & academia, to foster effective interaction between them, to impart significant learning and to promote industrial consultancy & entrepreneurship.

The alumni of our college have placed at very good positions in industry. Many reputed companies visit our college for campus recruitment annually. Our students have been placed in reputed companies like *Capgemini, Wipro, TCS, BYJU's (Think and Learn Pvt. Ltd.), Microsoft, AZCOM, Nagarro, Unthinkable Solutions (Daffodil), Zscaler, Samsung, OYO, Kellton Tech, Cargo Flash, OPPO Mobiles India Private Limited, HCL, MU-Sigma, Huawei Telecommunication, Infosys, IBM, Accenture, Sasken Communication, Tech Mahindra, L & T Infotech, Silver Arrow (Mercedes Benz), Frontier Management System, Kaiser Appliances, SOGEFI MNR Engine Systems India, Sutherland, 3Dexter, Minda Corporation Ltd., Sandhar Technologies, Telmar, Capital IQ, Monnet Group, Cognizant, Syntel, Maruti Suzuki India Ltd., Congruex Asia Pacific LLP, Minda Nabtesco Automotive Pvt. Ltd., Minda Silca Engineering Pvt. Ltd., Nippon Seiki Instruments India (P) Ltd., Mahindra Trucks & Buses Ltd., Nicco Engineering Services Limited, Roop Automotives Ltd., Vertex Group, Tractel Tirfor India, Cube Construction Engineering Limited (CCEL), Phisem Consultancy Services Private Limited, Somic ZF Components Private Limited, Smart Parts Online Private Limited (Boodmo), Gandhi Spring Pvt. Ltd., IRC Engineering Services India Private Limited, Padmini VNA Mechatronics Pvt. Ltd., Jinkoh Polymers LLP, JPM Automobiles Ltd.,* Most prestigious government organizations as the *Indian Army, Indian Air Force, Indian Navy* have made us proud by employing our product of proven merit.

The placement link is for your kind reference.

Glimpse: <https://sway.office.com/l3NK4mw09Mkz5u34>

We shall be proud to host you, and can provide with excellent infrastructural facilities to conduct joint campus placements as well. With due reverence, we hereby cordially invite you to hold a Campus Placement on the date and time mutually acceptable. In case there are any formalities to be complied with, it will be our pleasure to do the same.

Please acknowledge this mail on receipt and connect to the undersigned to take this proposal further. We are looking forward to a mutually beneficial and long lasting relationship with your esteemed organization.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>




Principal
Dronacharya College of Engineering
Farrukh Nagar - 122506

Date: 05-08-2022
Ref: AKAL/HR/0822

Mr. Deepanshu Pant
New Delhi

Subject: Apprentice Letter


Congratulations!

This is in reference to your application for the position of **"Software-Apprentice"** in the department of CJ Tech at Akai Information Systems Limited, New Delhi.

We have pleasure in inducting you subject to the following terms and conditions:

Your work assignment shall start from **8th August' 22**.

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2. Your work assignment and apprenticeship association with us shall be up to 8th August' 23, that may further be extended twice if required, for maximum of 6 months each at a time. However, the decision of the management in this regard shall be final and binding on you.
3. You shall be paid **Rs. 3,84,000 annually (Three Lakh Eighty-Four Thousand only) as stipend, i.e., 32,000 per month**, during your apprentice tenure with us. Reimbursement of other expenses for official purposes shall be as per the Company Policy.
4. After the successful completion of your apprenticeship and getting confirmed in the services of the organization, you will be entitled to a remuneration of **Rs. 6,00,000 annually, i.e., 50,000 per month including Variable Component**. The cost to company is inclusive of all allowances (Six Lakh) / benefits/perks and any associated components (PF, ESIC if applicable) as per policy of an organization.
5. If the management considered it appropriate to transfer you at some other site, it will be the sole discretion of the Management and you can be posted or transferred at any time to any job and department and/or any station in India, for which no other additional allowances, will be admissible.
6. Office timing, training hours and leave rules shall be as per the rules of the Organization and the working department.
7. Your engagement is valid only if:
 - You will join duty on the joining date here in above specified,
 - The company (us) receiving satisfactory report from your references.
8. You will be governed by the company's service rules and regulations, instructions, conditions, standing orders and statutory compliances and rules those are prevalent or will be made applicable from time to time by the management, as they are applicable to you.
9. You will devote full-time to the work of the Company and will not engage in any trade or business or undertake any employment full or part time, honorary or remunerative while in the service of the Company, without the previous consent of the Management in writing and breach of this condition will result in termination of your services automatically without any prior notice or pay in lieu thereof.
10. You have been appointed on the presumption that the particulars furnished by you in your application and/or biodata are correct. In case the said particulars are found to be incorrect, or it is found that you have concealed or withheld some other relevant facts, your association with the Company shall stand terminated / cancelled without any prior notice or pay in lieu thereof.
11. You will hence forth inform the company of any change in your residential address.


Principal
Farrukh Nosar - 123506

Contract Jobs

12. Confidentiality: During the course of your training and in discharge of assigned responsibilities, you shall maintain full confidentiality and keep all information whether disclosed to you or otherwise received by you or to which you have access to and relating to company, its customers, or other related reports, any business plans or agreements or strategies, or understandings with employees or any third party or customers list, fully secure and secret.

13. Termination of job/apprenticeship: During your association period, AKAL reserves the right to terminate you from the job/apprenticeship immediately without any notice or pay in lieu thereof and you will have no grievance in this regard with the management of our organization or against our organization. Your services will also stand automatically terminated on absence for more than one week without any information or prior permission of the management. In addition, the company may immediately terminate the services without any compensation or notice thereof, if you are found in material breach of your responsibility, or if there is an issue on your performance. During your association with us, you may terminate your training by giving 30 days' notice in writing. Your relieving is subjected to the dependency of the assigned tasks and responsibilities.

14. All property of the company entrusted to you should be returned in good condition, on separation from the company, or as directed by the management.

15. All disputes and differences that remain unresolved through dialogue shall be referred to Arbitration to the sole arbitrator to be appointed by the Director(s), AKAL. That the arbitration shall be under the provisions of Arbitration and Conciliation Act, 1996, or any statutory amendment thereof and venue of the Arbitration shall be at Delhi and the language of the Arbitration shall be English and award shall also be made in English language.

Wishing you all the best & welcome you in "AKAL Information Systems Limited" family.

With Best Wishes.

Thanking You



For Akal Information Systems Ltd.

Harleen Kaur
(HR Executive)

Accepted & Signed

Name:

Date:

Mobile No.:



Principal
Dronacharya College of Engg.
Farrukh Nadeem - 926700

Date: 05-08-2022
Ref: AKAL/HR/0822

Mr. Harsh Kumar
New Delhi

Subject: Apprentice Letter

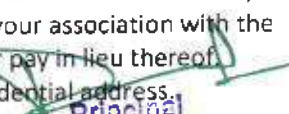
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9. You will devote full-time to the work of the Company and will not engage in any trade or business or undertake any employment full or part time, honorary or remunerative while in the service of the Company, without the previous consent of the Management in writing and breach of this condition will result in termination of your services automatically without any prior notice or pay in lieu thereof.
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Principal
Dranacharya College of Engg.
Farrukh Nagar - 123506

Contract Jobs

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13. Termination of job/apprenticeship: During your association period, AKAL reserves the right to terminate you from the job/apprenticeship immediately without any notice or pay in lieu thereof and you will have no grievance in this regard with the management of our organization or against our organization. Your services will also stand automatically terminated on absence for more than one week without any information or prior permission of the management. In addition, the company may immediately terminate the services without any compensation or notice thereof, if you are found in material breach of your responsibility, or if there is an issue on your performance. During your association with us, you may terminate your training by giving 30 days' notice in writing. Your relieving is subjected to the dependency of the assigned tasks and responsibilities.

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Wishing you all the best & welcome you in "AKAL Information Systems Limited" family.

With Best Wishes.

Thanking You



For Akal Information Systems Ltd.

Harleen Kaur
(HR Executive)

Accepted & Signed

Name:

Date:

Mobile No.:



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Date: 02/08/2022

Ref: AKAL/HR/0822

Dear Rajat Dash,
Mahipalpur, New Delhi

Subject: Apprentice Letter

Congratulations!

This is in reference to your application for the position of **"Software-Apprentice"** in the department of Software & Technology at Akal Information Systems Limited, New Delhi.

We have pleasure in inducting you subject to the following terms and conditions:

Your work assignment shall start from **3rd August' 22.**

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Principal
Dronacharya College of Engineering
Farrukh Nagar - 123006

Contract Jobs

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Wishing you all the best & welcome you in "AKAL Information Systems Limited" family.

With Best Wishes.

Thanking You

For Akal Information Systems Ltd.




Harleen Kaur
(HR Executive)

Accepted & Signed

Name:

Mobile No.:

Date:


Principal
Dronacharya College of Engg
Farrukh Nagar - 128606

Date: 02/08/2022

Ref: AKAL/HR/0822

Dear Ritik Verma,
Mehram Nagar, New Delhi

Subject: Apprentice Letter

Congratulations!

This is in reference to your application for the position of **"Software-Apprentice"** in the department of Software & Technology at Akal Information Systems Limited, New Delhi.

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Principal
Dronacharya College of Engg.
Farukh Nagar - 126006

Contract Jobs

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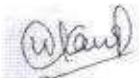
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With Best Wishes.

Thanking You

For Akal Information Systems Ltd.



Harleen Kaur

(HR Executive)

Accepted & Signed

Name:

Mobile No.:

Date:


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Date: 02/08/2022

Ref: AKAL/HR/0822

Dear Shruti Sharma,
Gurgaon

Subject: Apprentice Letter

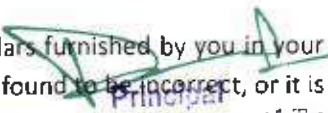
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Principal
Farrukh Nagar - 125006

Contract Jobs

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With Best Wishes.

Thanking You

For Akal Information Systems Ltd.



Harleen Kaur
(HR Executive)

Accepted & Signed

Name:

Date:

Mobile No.:



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Date: 15th August 2022

Anshika Pareek

Dronacharya College of Engineering

Sub: Internship offer letter

Dear Anshika,

I am delighted to extend my heartiest congratulations on your selection for an internship with Also Energy Private Limited, based at Tower B, First Floor, Vatika First India Place, MG Road, Gurgaon-122002, Haryana, India. Your internship will start on 1st September 2022 and will complete on 31st August 2023. Our team at AlsoEnergy is looking forward to have you work with us.

Complete details of your project and training plan will be shared once you report on 1st September 2022.

Given below is the address where you need to report for the internship.

AlsoEnergy Private Limited
Tower B, First Floor,
Vatika First India Place,
MG Road,
Gurgaon-122002, Haryana, India

Once again, congratulations for your selection and all the best for your endeavors.

Yours sincerely,



Rajeev Shenger
Director - HR & Admin
Also Energy India Private Limited



Principal
Dronacharya College of Engg.
Farrukh Nagar - 121004

Date: 15th August 2022

Ankesh Jakhar

Dronacharya College of Engineering

Sub: Internship offer letter

Dear Ankesh,

I am delighted to extend my heartiest congratulations on your selection for an internship with Also Energy Private Limited, based at Tower B, First Floor, Vatika First India Place, MG Road, Gurgaon-122002, Haryana, India. Your internship will start on 1st September 2022 and will complete on 31st August 2023. Our team at AlsoEnergy is looking forward to have you work with us.

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AlsoEnergy Private Limited
Tower B, First Floor,
Vatika First India Place,
MG Road,
Gurgaon-122002, Haryana, India

Once again, congratulations for your selection and all the best for your endeavors.

Yours sincerely,



Rajeev Shenger
Director - HR & Admin
Also Energy India Private Limited



Principal
Dronacharya College of Engg.
Farukh Nagar - 123006

Date: 15th August 2022

Hemika Soni

Dronacharya College of Engineering

Sub: Internship offer letter

Dear Hemika,

I am delighted to extend my heartiest congratulations on your selection for an internship with Also Energy Private Limited, based at Tower B, First Floor, Vatika First India Place, MG Road, Gurgaon-122002, Haryana, India. Your internship will start on 1st September 2022 and will complete on 31st August 2023. Our team at AlsoEnergy is looking forward to have you work with us.

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Vatika First India Place,
MG Road,
Gurgaon-122002, Haryana, India

Once again, congratulations for your selection and all the best for your endeavors.

Yours sincerely,



Rajeev Shenger
Director - HR & Admin
Also Energy India Private Limited



Principal
Dronacharya College of Engg.
Gurgaon - 122006

Date: 15th August 2022

Hemika Soni

Dronacharya College of Engineering

Sub: Internship offer letter

Dear Hemika,

I am delighted to extend my heartiest congratulations on your selection for an internship with Also Energy Private Limited, based at Tower B, First Floor, Vatika First India Place, MG Road, Gurgaon-122002, Haryana, India. Your internship will start on 1st September 2022 and will complete on 31st August 2023. Our team at AlsoEnergy is looking forward to have you work with us.

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Tower B, First Floor,
Vatika First India Place,
MG Road,
Gurgaon-122002, Haryana, India

Once again, congratulations for your selection and all the best for your endeavors.

Yours sincerely,



Rajeev Shenger
Director - HR & Admin
Also Energy India Private Limited



Principal
Dronacharya College of Engg.
Gurgaon - 122006

Date: 15th August 2022

Hitain Kakkar

Dronacharya College of Engineering

Sub: Internship offer letter

Dear Hitain,

I am delighted to extend my heartiest congratulations on your selection for an internship with Also Energy Private Limited, based at Tower B, First Floor, Vatika First India Place, MG Road, Gurgaon-122002, Haryana, India. Your internship will start on 1st September 2022 and will complete on 31st August 2023. Our team at AlsoEnergy is looking forward to have you work with us.

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Rajeev Shenger
Director - HR & Admin
Also Energy India Private Limited



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Date: 15th August 2022

Keshav Jangra

Dronacharya College of Engineering

Sub: Internship offer letter

Dear Keshav,

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Yours sincerely,



Rajeev Shenger
Director - HR & Admin
Also Energy India Private Limited



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123806

Date: 15th August 2022

Pallavi Singh

Dronacharya College of Engineering

Sub: Internship offer letter

Dear Pallavi,

I am delighted to extend my heartiest congratulations on your selection for an internship with Also Energy Private Limited, based at Tower B, First Floor, Vatika First India Place, MG Road, Gurgaon-122002, Haryana, India. Your internship will start on 1st September 2022 and will complete on 31st August 2023. Our team at AlsoEnergy is looking forward to have you work with us.

Complete details of your project and training plan will be shared once you report on 1st September 2022.

Given below is the address where you need to report for the internship.

AlsoEnergy Private Limited
Tower B, First Floor,
Vatika First India Place,
MG Road,
Gurgaon-122002, Haryana, India

Once again, congratulations for your selection and all the best for your endeavors.

Yours sincerely,



Rajeev Shenger
Director - HR & Admin
Also Energy India Private Limited



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123806

Date: 15th August 2022

Prashant Sharma

Dronacharya College of Engineering

Sub: Internship offer letter

Dear Prashant,

I am delighted to extend my heartiest congratulations on your selection for an internship with Also Energy Private Limited, based at Tower B, First Floor, Vatika First India Place, MG Road, Gurgaon-122002, Haryana, India. Your internship will start on 1st September 2022 and will complete on 31st August 2023. Our team at AlsoEnergy is looking forward to have you work with us.

Complete details of your project and training plan will be shared once you report on 1st September 2022.

Given below is the address where you need to report for the internship.

AlsoEnergy Private Limited
Tower B, First Floor,
Vatika First India Place,
MG Road,
Gurgaon-122002, Haryana, India

Once again, congratulations for your selection and all the best for your endeavors.

Yours sincerely,



Rajeev Shenger
Director - HR & Admin
Also Energy India Private Limited



Principal
Dronacharya College of Engg.
Bhuj Nagar - 123006

Date: 15th August 2022

Purnima Sharma

Dronacharya College of Engineering

Sub: Internship offer letter

Dear Purnima,

I am delighted to extend my heartiest congratulations on your selection for an internship with Also Energy Private Limited, based at Tower B, First Floor, Vatika First India Place, MG Road, Gurgaon-122002, Haryana, India. Your internship will start on 1st September 2022 and will complete on 31st August 2023. Our team at AlsoEnergy is looking forward to have you work with us.

Complete details of your project and training plan will be shared once you report on 1st September 2022.

Given below is the address where you need to report for the internship.

AlsoEnergy Private Limited
Tower B, First Floor,
Vatika First India Place,
MG Road,
Gurgaon-122002, Haryana, India

Once again, congratulations for your selection and all the best for your endeavors.

Yours sincerely,



Rajeev Shenger
Director - HR & Admin
Also Energy India Private Limited



Principal
Dronacharya College of Engg.
Gurgaon Nagar - 122006

Date: 15th August 2022

Rashmi Kumar

Dronacharya College of Engineering

Sub: Internship offer letter

Dear Rashmi,

I am delighted to extend my heartiest congratulations on your selection for an internship with Also Energy Private Limited, based at Tower B, First Floor, Vatika First India Place, MG Road, Gurgaon-122002, Haryana, India. Your internship will start on 1st September 2022 and will complete on 31st August 2023. Our team at AlsoEnergy is looking forward to have you work with us.

Complete details of your project and training plan will be shared once you report on 1st September 2022.

Given below is the address where you need to report for the internship:

AlsoEnergy Private Limited
Tower B, First Floor,
Vatika First India Place,
MG Road,
Gurgaon-122002, Haryana, India

Once again, congratulations for your selection and all the best for your endeavors.

Yours sincerely,



Rajeev Shenger
Director - HR & Admin
Also Energy India Private Limited



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123606

Date: 15th August 2022

Ritik Grover

Dronacharya College of Engineering

Sub: Internship offer letter

Dear Ritik,

I am delighted to extend my heartiest congratulations on your selection for an internship with Also Energy Private Limited, based at Tower B, First Floor, Vatika First India Place, MG Road, Gurgaon-122002, Haryana, India. Your internship will start on 1st September 2022 and will complete on 31st August 2023. Our team at AlsoEnergy is looking forward to have you work with us.

Complete details of your project and training plan will be shared once you report on 1st September 2022.

Given below is the address where you need to report for the internship.

AlsoEnergy Private Limited
Tower B, First Floor,
Vatika First India Place,
MG Road,
Gurgaon-122002, Haryana, India

Once again, congratulations for your selection and all the best for your endeavors.

Yours sincerely,



Rajeev Shenger
Director - HR & Admin
Also Energy India Private Limited

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Date: 15th August 2022

Ritik Verma

Dronacharya College of Engineering

Sub: Internship offer letter

Dear Ritik,

I am delighted to extend my heartiest congratulations on your selection for an internship with Also Energy Private Limited, based at Tower B, First Floor, Vatika First India Place, MG Road, Gurgaon-122002, Haryana, India. Your internship will start on 1st September 2022 and will complete on 31st August 2023. Our team at AlsoEnergy is looking forward to have you work with us.

Complete details of your project and training plan will be shared once you report on 1st September 2022.

Given below is the address where you need to report for the internship.


AlsoEnergy Private Limited
Tower B, First Floor,
Vatika First India Place,
MG Road,
Gurgaon-122002, Haryana, India

Once again, congratulations for your selection and all the best for your endeavors.

Yours sincerely,



Rajeev Shenger
Director - HR & Admin
Also Energy India Private Limited



Principal
Dronacharya College of Engg.
Farukh Nagar - 125006

Date: 15th August 2022

Riya Verma

Dronacharya College of Engineering

Sub: Internship offer letter

Dear Riya,

I am delighted to extend my heartiest congratulations on your selection for an internship with Also Energy Private Limited, based at Tower B, First Floor, Vatika First India Place, MG Road, Gurgaon-122002, Haryana, India. Your internship will start on 1st September 2022 and will complete on 31st August 2023. Our team at AlsoEnergy is looking forward to have you work with us.

Complete details of your project and training plan will be shared once you report on 1st September 2022.

Given below is the address where you need to report for the internship.

AlsoEnergy Private Limited
Tower B, First Floor,
Vatika First India Place,
MG Road,
Gurgaon-122002, Haryana, India

Once again, congratulations for your selection and all the best for your endeavors.

Yours sincerely,



Rajeev Shenger
Director - HR & Admin
Also Energy India Private Limited



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123608

Date: 15th August 2022

Shivangi Mathur

Dronacharya College of Engineering

Sub: Internship offer letter

Dear Shivangi,

I am delighted to extend my heartiest congratulations on your selection for an internship with Also Energy Private Limited, based at Tower B, First Floor, Vatika First India Place, MG Road, Gurgaon-122002, Haryana, India. Your internship will start on 1st September 2022 and will complete on 31st August 2023. Our team at AlsoEnergy is looking forward to have you work with us.

Complete details of your project and training plan will be shared once you report on 1st September 2022.

Given below is the address where you need to report for the internship.

AlsoEnergy Private Limited
Tower B, First Floor,
Vatika First India Place,
MG Road,
Gurgaon-122002, Haryana, India

Once again, congratulations for your selection and all the best for your endeavors.

Yours sincerely,



Rajeev Shenger
Director - HR & Admin
Also Energy India Private Limited



Principal
Dronacharya College of Engg.
Farrukh Nagar - 125006

Date: 15th August 2022

Shruti Sharma

Dronacharya College of Engineering

Sub: Internship offer letter

Dear Shruti,

I am delighted to extend my heartiest congratulations on your selection for an internship with Also Energy Private Limited, based at Tower B, First Floor, Vatika First India Place, MG Road, Gurgaon-122002, Haryana, India. Your internship will start on 1st September 2022 and will complete on 31st August 2023. Our team at AlsoEnergy is looking forward to have you work with us.

Complete details of your project and training plan will be shared once you report on 1st September 2022.

Given below is the address where you need to report for the internship.

AlsoEnergy Private Limited
Tower B, First Floor,
Vatika First India Place,
MG Road,
Gurgaon-122002, Haryana, India

Once again, congratulations for your selection and all the best for your endeavors.

Yours sincerely,



Rajeev Shenger
Director - HR & Admin
Also Energy India Private Limited



Principal
Dronacharya College of Engg
Farrukh Nagar - 123506

Date: 15th August 2022

Sonal

Dronacharya College of Engineering

Sub: Internship offer letter

Dear Sonal,

I am delighted to extend my heartiest congratulations on your selection for an internship with Also Energy Private Limited, based at Tower B, First Floor, Vatika First India Place, MG Road, Gurgaon-122002, Haryana, India. Your internship will start on 1st September 2022 and will complete on 31st August 2023. Our team at AlsoEnergy is looking forward to have you work with us.

Complete details of your project and training plan will be shared once you report on 1st September 2022.

Given below is the address where you need to report for the internship.

AlsoEnergy Private Limited
Tower B, First Floor,
Vatika First India Place,
MG Road,
Gurgaon-122002, Haryana, India

Once again, congratulations for your selection and all the best for your endeavors.

Yours sincerely,



Rajeev Shenger
Director - HR & Admin
Also Energy India Private Limited



Principal
Dronacharya College of Engineering
Gurgaon

Date: 15th August 2022

Vineet Gahlan

Dronacharya College of Engineering

Sub: Internship offer letter

Dear Vineet,

I am delighted to extend my heartiest congratulations on your selection for an internship with Also Energy Private Limited, based at Tower B, First Floor, Vatika First India Place, MG Road, Gurgaon-122002, Haryana, India. Your internship will start on 1st September 2022 and will complete on 31st August 2023. Our team at AlsoEnergy is looking forward to have you work with us.

Complete details of your project and training plan will be shared once you report on 1st September 2022.

Given below is the address where you need to report for the internship.

AlsoEnergy Private Limited
Tower B, First Floor,
Vatika First India Place,
MG Road,
Gurgaon-122002, Haryana, India

Once again, congratulations for your selection and all the best for your endeavors.

Yours sincerely,



Rajeev Shenger
Director - HR & Admin
Also Energy India Private Limited



Principal
Dronacharya College of Engg.
Farrukh Nagar - 129006

Date: 15th August 2022

Yogesh

Dronacharya College of Engineering

Sub: Internship offer letter

Dear Yogesh,

I am delighted to extend my heartiest congratulations on your selection for an internship with Also Energy Private Limited, based at Tower B, First Floor, Vatika First India Place, MG Road, Gurgaon-122002, Haryana, India. Your internship will start on 1st September 2022 and will complete on 31st August 2023. Our team at AlsoEnergy is looking forward to have you work with us.

Complete details of your project and training plan will be shared once you report on 1st September 2022.

Given below is the address where you need to report for the internship.

AlsoEnergy Private Limited
Tower B, First Floor,
Vatika First India Place,
MG Road,
Gurgaon-122002, Haryana, India

Once again, congratulations for your selection and all the best for your endeavors.

Yours sincerely,



Rajeev Shenger
Director - HR & Admin
Also Energy India Private Limited



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



Offer Compensation Breakup - Member of Technical Staff

Job Code/ Role: Member of Technical Staff		Annual Value (INR)
Compensation Element		
Basic Salary		6,40,800
House Rent Allowance		3,20,400
Conveyance Allowance		3,35,400
Leave Travel Allowance		53,400
Fixed Salary (Base Pay)		13,50,000
Annual Incentive Plan (Variable)*	10%	1,35,000
Total Target Compensation (TTC)		14,85,000
PF Contribution (Employer)		76,896
Gratuity**		30,822
Total Annual Earning Potential (excludes Equity)		15,92,718
Equity Award (USD)***		27,000
Equity Award (INR), estimate based on current conversion rate		20,00,000
Joining Bonus		3,00,000
Deferred Bonus (paid out after completion of first 12 months)		2,00,000

*Annual Incentive Plan is applicable to you. The amount & payout frequency is based on individual performance & management discretion.

**You will be entitled to gratuity benefits on completion of prescribed years of continuous service with us as per provisions contained in the Payment of Gratuity Act, 1972.

***This Equity Award is a one-time grant. Dynamic Value is in USD and based on current stock price ; RSU vests 25%/year for 4 years from date of grant, and grant is subject to Adobe Systems Incorporated Board approval. Adobe is traded on NASDAQ and stock price is subject to change. This value is subject to changes in stock price & company policies.


 Principal
 Dronacharya College of Engg.
 Farrukh Nagar - 125006



Benefits Reimbursements	
Learning Fund	1. Educational Reimbursement - INR 7,50,665 for the year 2022 - Reimbursement on successful completion of a relevant certification/ degree 2. Professional Development - INR 75,067 for the year 2022 - Reimbursement for short-term learning opportunities
Wellness Reimbursement (Jan - Dec)	Reimbursement for services and activities that support your—and your family's—wellbeing: ₹45,040 in 2022
For additional & more detailed benefits offered please visit - https://rewards.adobe.com/india/	
Insurance - Health and Life	
Group Health Insurance	Reimbursement for services and activities that support your—and your family's—wellbeing: ₹45,040 in 2022 Hospitalization benefits with a family floater maximum of ₹7,00,000 for the entire family and a sublimit of ₹5,00,000 for parents
Group Personal Accident Insurance	₹40,00,000 company-paid accident insurance, and optional retail life insurance
Group Term Life Insurance	Company-paid life insurance with cover of 3 times your annual fixed salary; maximum of INR 3.5Cr
Others	
Employee Stock Purchase Program (ESPP)	Employee stock purchase plan (ESPP), with the purchase price locked in for two years and a minimum 15% discount on the purchase date
Employee Assistance Program (EAP)	Counseling available for work life issues to help employees cope with stress situations
Patent Bonus	Up to USD 7,200 per patent (split amongst active inventors) or USD 4,000 (single inventor); subject to filing and grant
Matching Gift Program	Company matches the donation of an employee to a maximum of USD 10,000 per year, towards an Adobe recognized charitable institution


 Principal
 Dronacharya College of Engg.
 Farrukh Nagar - 128506

Admission Dronacharya Group of Institutions

From: Samarth Arya <sarya@adobe.com>
Sent: Wednesday, August 17, 2022 1:52 PM
To: tpo@ggnindia.dronacharya.info
Subject: Adobe PPO Confirmation || Dronacharya College of Engineering, Gurugram



Adobe Life
Let's create experiences that matter

Hi Team,

Hope you are well!

We are glad to inform you that **Divya Sharma has been offered a Pre-Placement Offer by Adobe**. She interned as Product Intern and is eligible to join Adobe back next year as **Member of Technical Staff**.

Points to note:

1. Compensation structure for the role is added as an attachment to this mail. Note that **compensation might be upwardly revised**, details about same will be shared in coming weeks.
2. **Location preference would be asked in enrolment form** that will be sent to students later, final allocation will be contingent on business requirements.
3. **Offer letters would be released at later date**. For all intents and purposes, Adobe offer email can be considered as the final confirmation of the offer.

We request you to **confirm the pre-placement offer acceptance by students by EOD - Thursday, August 18th, 2022**. Any delay can lead to change in PPO status. Also, please confirm if the college allow final year students for 6 months internship as well.

Lastly, please block these students from being part of any on-campus or other placement opportunity. We look forward to having these students at Adobe next year in full time roles.

Compensation Structure for Member of Technical Staff:


<https://acrobat.adobe.com/link/review?uri=urn:aaid:scds:US:17f4a71e-203c-3767-a0df-1f90c5411a9e>

Thankyou!

Samarth Arya
UNIVERSITY TALENT PARTNER

T 80534-07967
sarya@adobe.com




Principal
Dronacharya College of Engg.
Farrukh Nager - 126805

Admission Dronacharya Group of Institutions

From: Samarth Arya <sarya@adobe.com>
Sent: Wednesday, September 21, 2022 5:18 PM
To: TPO
Cc: principal@ggnindia.dronacharya.info; Jerin Raju
Subject: Adobe PPO Confirmation || Dronacharya College of Engineering, Gurugram

Follow Up Flag: Follow up
Flag Status: Completed

Hi Team

We are delighted to extend 6-month internship offer to **Divya Sharma**.
Details are mentioned below:

Team: DMe (Digital Media)

Designation: Product Intern

Location: Bangalore / Noida

Stipend: INR 1,00,000 per month

Internship period : Jan 2023 to Jun 2023 (tentative)

Points to note:

1. Location preference would be asked in enrolment form that will be sent to students later, final allocation will be contingent on business requirements. Please note that student will have to relocate to office location.
2. Offer letters would be released at later date. For all intents and purposes, Adobe offer email can be considered as the final confirmation of the offer.
3. Decision on 6-Month internship for remaining students will be communicated later if and when the role is offered.

Please confirm the acceptance by 23rd September – Friday.

Thankyou!

Samarth Arya | University Talent Partner | Adobe | T 80534-07967 | sarya@adobe.com

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: 17 August 2022 15:04
To: Samarth Arya <sarya@adobe.com>
Cc: principal@ggnindia.dronacharya.info
Subject: RE: Adobe PPO Confirmation || Dronacharya College of Engineering, Gurugram


Principal
Dronacharya College of Engg.
Farrukh Nagar - 125006

EXTERNAL: Use caution when clicking on links or opening attachments.

Dear Team,

Greetings!!

Sincere thanks and gratitude for selecting our student as **Member of Technical Staff**. The offer acceptance mail is attached herewith for your kind reference.

We have marked Divya's selection in Adobe and she will not be allowed to sit for interview in college placement process.

Also, students can do Industry internship in their last semester. They can join the organization as soon as possible as per the requirements of the organization. They will only require leave for their university examination.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>

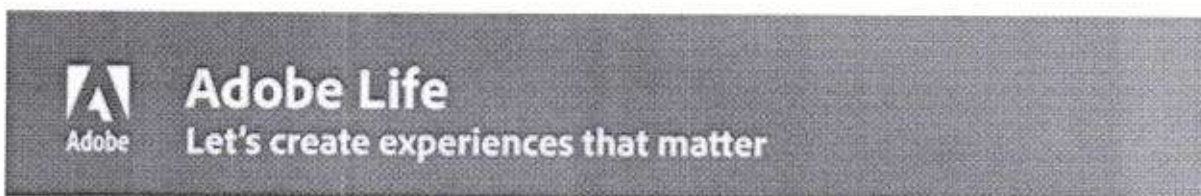


From: Samarth Arya [<mailto:sarya@adobe.com>]

Sent: Wednesday, August 17, 2022 1:52 PM

To: tpo@ggnindia.dronacharya.info

Subject: Adobe PPO Confirmation || Dronacharya College of Engineering, Gurugram



Hi Team,

Hope you are well!

We are glad to inform you that **Divya Sharma has been offered a Pre-Placement Offer by Adobe**. She interned as Product Intern and is eligible to join Adobe back next year as **Member of Technical Staff**.

Points to note:

1. Compensation structure for the role is added as an attachment to this mail. Note that **compensation might be upwardly revised**, details about same will be shared in coming weeks.
2. **Location preference would be asked in enrolment form** that will be sent to students later, final allocation will be contingent on business requirements.


Principal
Dronacharya College of Engineering
Farrukh Nagar - 125008

3. **Offer letters would be released at later date.** For all intents and purposes, Adobe offer email can be considered as the final confirmation of the offer.

We request you to **confirm the pre-placement offer acceptance by students by EOD - Thursday, August 18th, 2022.** Any delay can lead to change in PPO status. Also, please confirm if the college allow final year students for 6 months internship as well.

Lastly, please block these students from being part of any on-campus or other placement opportunity. We look forward to having these students at Adobe next year in full time roles.

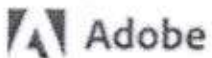
Compensation Structure for Member of Technical Staff:


<https://acrobat.adobe.com/link/review?uri=urn:aaid:scds:US:17f4a71e-203c-3767-a0df-1f90c5411a9e>

Thankyou!

Samarth Arya
UNIVERSITY TALENT PARTNER

T 80534-07967
sarya@adobe.com




Principal
Dronacharya College of Engg.
Farrukh Nagar - 128386

Admission Dronacharya Group of Institutions

From: Arkodit Burman <arkodit.burman@airtel.com>
Sent: Thursday, October 20, 2022 12:41 PM
To: TPO
Cc: principal@ggnindia.dronacharya.info; Bhawna Gupta; Sukeerat Gill; Siddharth Shaurya; Priyana Kalita
Subject: RE: Airtel - Campus Drive (Dronacharya)

Follow Up Flag: Follow up
Flag Status: Flagged

Hi Renu

Please find below details of students that have cleared the final selection process ,

Campus	Dronacharya College of Engineering
Date	15-Oct-22
Day	Saturday
Start Time	10:00 AM
Location	Campus, Manesar
Background	ECE + CS
Students Committed	79
Turned up	74
Cleared FGD	39
Cleared PI	16
Panel	Bhawna, Head HR - NOC (DGM)
	Pushpender Rathore Head - Delivery Experience (GM)
	Rahul Budhalakoti Head - IP design & Sol (DGM)
	Jitender Yadav Head - TAC 2 (DGM)
	Gaurav Pandey
	Kartik, CSE
	Govinder, CSE
	Avnesh Dubey, ECE
	Rashmi, ECE
	Divyanshu, ECE
	Aditi B, CSE
	Gaurav Kumar, ECE
	Vineet, EEE
	Devansh, EEE
	Jatin
	Bala
	Aditi Mohan
	Anuradha
	Rohit
	Daisy


Principal
Dronacharya College of Engg
Farrukh Nagar - 125006

Regards

Arkodit Burman | 9811820000

TMD Head - NESA Circle HR



From: Arkodit Burman

Sent: Wednesday, October 12, 2022 2:47 PM

To: 'TPO' <tpo@ggnindia.dronacharya.info>

Cc: principal@ggnindia.dronacharya.info; Bhawna Gupta <Bhawna2.Gupta@airtel.com>; Sukeerat Gill <Sukeerat.Gill@airtel.com>; Siddharth Shaurya <siddharth.shaurya@airtel.com>; Priyana Kalita <priyana1.kalita@airtel.com>

Subject: RE: Airtel - Campus Drive (Dronacharya)

Hi Renu

As per our discussion we will be coming for the Campus Drive on 17th Oct, Monday.

Below are the details of the Panelists :

1. Bhawna Gupta, Head HR, NOC - (DGM)
2. Pankaj Chopra, Business Head, NOC – (Sr. VP)

I will share you the contact details for Bhawna over phone for ease of coordination.

Regards

Arkodit Burman | 9811820000

TMD Head - NESA Circle HR



From: TPO <tpo@ggnindia.dronacharya.info>

Sent: Thursday, October 6, 2022 4:48 PM

To: Arkodit Burman <arkodit.burman@airtel.com>

Cc: principal@ggnindia.dronacharya.info; Bhawna Gupta <Bhawna2.Gupta@airtel.com>; Sukeerat Gill <Sukeerat.Gill@airtel.com>; Siddharth Shaurya <siddharth.shaurya@airtel.com>

Subject: RE: Airtel - Campus Drive (Dronacharya)

**** External Email. Treat hyperlinks and attachments in this email with caution. ****


Dear Sir,

Greetings!!

As discussed, we can conduct the drive next week on 12th Oct/15th Oct. Kindly confirm.

Also, please find below details:

1. Contact details of Placement coordinator : Renu Dua/Naina Sehrawat
(9990797776/9910380107/9999468181)
- a. Coordinator to arrange for collar Mic / Hand Mic, : Mr. sateinder (9896826482)
- b. Hall or a room to accommodate the students : Yes
- c. Screen to display PPT : Yes
- d. 2 small rooms for PI : Yes
- e. Attendance sheet, : Yes
- f. Grouping sheet for the FGD round : Yes
- g. Stationary : Notepad & Pen : Yes
- h. Intimation at security gate for our entry : Yes
2. Contact details of Head of PC : Mr. Yashwardhan Soni (9871290997)


Principal
Dronacharya College of Engg.
Farukh Nagar - 125007

3. Google map location

<https://goo.gl/maps/vDWy6MHFXxM6GVGw7>

4. Confirmation on interest : Software Eng. Vs. Network Engg.: Network Engg. (Looking forward to Software Eng. Profile for future hiring)

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Arkodit Burman [<mailto:arkodit.burman@airtel.com>]

Sent: Monday, October 3, 2022 4:46 PM

To: TPO

Cc: principal@ggnindia.dronacharya.info; Bhawna Gupta; Sukeerat Gill; Siddharth Shaurya

Subject: RE: Airtel - Campus Drive (Dronacharya)

Hi Renu

Thank you for the data , as per the data 76 Students are from the GGN Campus , Request you to also give a breakdown of male and female numbers as there is no gender category in the data provided.

We will be coming to the Gurgaon campus on 8th October 2022 , Saturday for the drive.

Also as per our experience with other campuses we have had delays in the process due to some basic requirements not being met, I have created a list of requirements for our team to have a seamless process

1. Contact details of Placement coordinator
 - a. Coordinator to arrange for collar Mic / Hand Mic,
 - b. Hall or a room to accommodate the students ,
 - c. Screen to display PPT
 - d. 2 small rooms for PI
 - e. Attendance sheet,
 - f. Grouping sheet for the FGD round
 - g. Stationary : Notepad & Pen
 - h. Intimation at security gate for our entry
2. Contact details of Head of PC
3. Google map location
4. Confirmation on interest : Software Eng. Vs. Network Engg.


Principal
Dronacharya College of Engineering
Farrukh Nagar - 122005

Regards

Arkodit Burman | 9811820000

TMD Head - NESA Circle HR



From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Friday, September 30, 2022 12:19 PM
To: Arkodit Burman <arkodit.burman@airtel.com>
Cc: principal@ggnindia.dronacharya.info
Subject: RE: Airtel - Campus Drive (Dronacharya)

**** External Email.** Treat hyperlinks and attachments in this email with caution. ******

Good Afternoon Sir,

Please find attached database of interested students for your kind reference.

Day	Date	Time	College Name	Count Of Students	Gen
Thursday/Saturday	6 th Oct/8 th Oct	9:30 AM	Dronacharya College of Engineering/Dronacharya Group of Institutions	2022 Batch : 15 2023 Batch: 71	

Looking forward to schedule.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: TPO [<mailto:tpo@ggnindia.dronacharya.info>]
Sent: Wednesday, September 28, 2022 11:07 PM
To: 'Arkodit Burman'
Cc: 'principal@ggnindia.dronacharya.info'
Subject: RE: Airtel - Campus Drive (Dronacharya)

Dear Sir,

Greetings!!

Thank you so much for sharing the details.

We will share the database of interested students on 30th September.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122506

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Arkodit Burman [<mailto:arkodit.burman@airtel.com>]

Sent: Wednesday, September 28, 2022 3:14 PM

To: TPO

Cc: principal@ggnindia.dronacharya.info

Subject: RE: Airtel - Campus Drive (Dronacharya)

Hi Renu

CTC was part of the JD , its 5.57 LPA .

There is only one Profile - Graduate Engineer Trainee.

Regards

Arkodit Burman | 9811820000

TMD Head - NESA Circle HR

airtel

From: TPO <tpo@ggnindia.dronacharya.info>

Sent: Wednesday, September 28, 2022 12:16 AM

To: Arkodit Burman <arkodit.burman@airtel.com>

Cc: principal@ggnindia.dronacharya.info

Subject: RE: Airtel - Campus Drive (Dronacharya)

**** External Email.** Treat hyperlinks and attachments in this email with caution. **

Good Evening Sir,

Thank you so much for sharing the opportunity.


We request you to kindly confirm the salary/stipend details for both the profile.

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123006

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



From: Arkodit Burman [mailto:arkodit_burman@airtel.com]

Sent: Monday, September 26, 2022 6:09 PM

To: tpo@ggnindia.dronacharya.info

Subject: Airtel - Campus Drive (Dronacharya)

Dear Renu

Please find all details in the JD for identifying candidate pool , also do share the details for possible dates for next week.

Day	Date	Time	College Name	Count Of Students	Gender I
			Dronacharya College of Engineering		

Also ,

1. Confirmation on interest : Software Eng. Vs. Network Engg.

Please feel free to connect if you have any doubts

Regards

Arkodit Burman | 9811820000

TMD Head - NES A Circle HR



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Principal
Dronacharya College of Engineering
Gurgaon - 122006



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(Handwritten signature)
 Principal
 Dronacharya College
 199-

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Principal
Dronacharya College of Engg
Farrukh Nagar - 123305

Admission Dronacharya Group of Institutions

From: ashwani.kumar@valuecoders.com on behalf of Careers @ Vinove
<careers@vinove.com>
Sent: Friday, September 2, 2022 9:38 PM
To: gktirka@gmail.com
Cc: mahesh@mail.vinove.com; Ashwani Kumar; tpo@ggnindia.dronacharya.info
Subject: Congratulation : Offer Letter/Documentation Pending : Software Trainee : Batch 2023
Attachments: BOND Declaration (2) (1).docx; Cheque Recieving (1).docx; 202207 - Service Agreement - Vinove Software _ On Stamp Paper (4).docx; Trainee _ Freshers Salary Breakup - Operations (2).pdf; Undertaking For Trainee At ValueCoders Services LLP (1).pdf
Follow Up Flag: Follow up
Flag Status: Flagged

Hi Gautam Tirkha,

Many Congratulations for getting selected in "Vinove Software & Services Pvt. Ltd"

Further to your application and subsequent interview with us, we are pleased to offer you the post of Junior Associate Software Developer Grade "T" in our organization.

A detailed offer letter with terms and conditions of their employment will be issued after the documentation, So Please complete the documentation by 5th Sep 2022.

You will be required to join the duties in the month of Jan'2023 from the office at the following address. The exact Date Of Joining will be intimated 15 days in advance.

ValueCoders India (A Vinove Company)

Plot No. 55P, IInd Floor, Sector 44, Gurgaon, Haryana- 122003
(Please share the documents at Gurgaon office)

OR

Vinove Software & Services Pvt. Ltd.

Fusion Square, 5A-5B, 3rd Floor, Raipur Khadar, Sector 126,
Noida, UP- 201313

About the Company:

Vinove Software & Services is an ISO 9001:2008 and NASSCOM Certified IT Co. with 17+ years of experience in the Web & mobile industry. Being a specialized firm for providing web & mobile services and solutions, we have mastered in dealing with both, National & International Clients. Our service portfolio includes fully customized web design and application development, Mobile Apps eBusiness Solutions. Our culture boasts of passionate, innovative and meticulous professionals.

Principal
Dronacharya College of Engg.
Farukh Nagar - 123508

Please visit the following URLs to know more about our business.

<http://www.vinove.com>

<http://www.pixelcrayons.com>

<http://www.valuecoders.com>

<http://www.invoicera.com>

Company Address / Locations

GURGAON

ValueCoders India (A Vinove Company)

2nd Floor Plot no 55 P, Sector 44 Gurugram, Haryana- 122003

NOIDA

Vinove Software & Services Pvt. Ltd.

Fusion Square, 5A-5B, 3rd Floor, Raipur Khadar, Sector 126, Noida, UP- 201313

Achievements:

Winner: Deloitte Technology Fast 50 India

Winner: Deloitte Technology Fast 500 Asia Pacific

Winner: NASSCOM IT Emerge India 50 - 2011

Asia Red Hearing 100 Finalist

eRetail Solution Provider India 2011 - 12

Magento Solution Silver Partner

Proud DrupalCon Sponsors (Munich & Portland)

If you wish to know more about us, you may want to review the following:
Our Introductory Video (Recommended):

<https://www.youtube.com/watch?v=ZdlB0xNbxcA>


FEW OTHER IMPORTANT POINTS

- #1. All selected candidates need to sign a service agreement of 30 months (2.6 Yrs)
- #2. it an indemnity Bond (worth Rs. 2 Lakh). Where they need to submit a cheque of Rs. 2,00,000 (Only Cheque not money) for the duration of 30 months.
- #3. The documentation part will be done before joining & then the Letter of Intent will be released.

Elaboration #2 : PS. We are not asking to submit/deposit a single rupee to us. We just need a cheque (it could be a ZERO balance account as well), which will be kept with us for the next 30 months & will be returned back after the agreement duration.

Documents required to be submitted:

- Photocopies of mark sheets & certificates of your all education qualification (Original documents will be returned on the same day of joining after verification so we are not asking for any original documents).
- Passport size photographs (4 copies)
- Identity proof - Valid passport / Aadhar card
- PAN card
- Cancelled cheque (for bank account details & for records only)
- A Cheque worth Rs. 2 Lakh (in Favour of - Valuecoders Services LLP)
- Attached/Print Services Agreement (on Rs. 100 Stamp Paper)
- Bond Declaration (shared in attachment)
- Undertaking (shared in attachment)
- Cheque Receiving doc. (shared in attachment)


Principal
Dronacharya College of Engg.
Farukh Nagar - 125005

We look forward to your joining our organisation or a long, successful and mutually rewarding relationship.

Note:

1- No need to share any original documents only photocopy is required.

2- You need to courier all documents to our Gurgaon [ValueCoders India (A Vinove Company)] Office and also for the confirmation you need to send the image of receipt which you will receive from the courier office or in case you are in NCR Region then you can also visit the office in Gurgaon for documentation.

3. LOI/Offer Letter will be initiated after your documentation only.

PLEASE FEEL FREE TO CONNECT FOR ANY QUERY / CLARIFICATION.

Regards,

MAHESH

HR Executive

Vinove Software & Services (P) Ltd. | ValueCoders Services LLP

P +91.124.4100111 / 4100222 | M: 9958179478

Email id - Mahesh@mail.vinove.com ; careers@vinove.com

ISO 9001:2008 | Magento Solution Silver Partner | NASSCOM CERTIFIED

**** New York // London // New Delhi // Gurgaon // Noida // Mohali****



VALUECODERS
ON-DEMAND SOFTWARE TEAMS


Principal
Dronacharya College of Engg.
Faridkot Nagar - 123508



02 November 2022

Bhavesh

Gurgaon

Dear **Bhavesh**,

We have pleasure in offering you an appointment as **Management Trainee- Business Analyst** with **WCube Solutions Private Limited**. Your initial place of service will be Gurgaon. However, your services are transferable, and you can be seconded or deputed by the company to any WCube operation in India or abroad.

Your date of joining with our organization will be **"07 November 2022"**.

You will be under probation for a period of **3 months** starting from the date of joining.

Your salary will be **Rs.400,000 (Rupees Four Lakhs Only)** per annum inclusive of Fixed salary structure.

Please mail us a signed copy of your acceptance of the offer, confirming your date of joining. As per our standard procedure, upon joining you shall be issued a formal letter of Appointment.

Your appointment is subject to:

1. You are joining the services of the company on or before the specified date.
2. Your acceptance of the offer in writing.
3. Verification of your testimonials.

The following has to be submitted by you at the time of your joining:

- Copy of Educational Qualification Certificates.
- Recent photographs
- Copy of all Experience (Last employer's appointment letter etc).
- Relieving Letter/acceptance of resignation from previous employer.
- Proof of Age & Residence (copy of passport election ID card/ Driving License)
- Proof of last salary drawn / pay slip (last salary slip along with salary certificate / last compensation revision letter)
- Copy of Permanent Account Number (PAN) card. This offer of employment will be valid for acceptance by you for a period of One day from the time of receiving the same.

With our best regards

Yours Sincerely,

For WCube Solution Private Limited


Director

Udit Karan Chandhok
Co-Founder & CEO

for Candidate
Bhavesh


Principal
Dronacharya College of Engg.
Farrukh Nagar - 120699



Annexure - I (Enclosed)

GROSS COMPENSATION PACKAGE

Particulars	Per Month (In Rs.)	Per Annum (In Rs.)
Basic Salary	15,000	180,000
HRA	1,500	18,000
Special Allowances	13,993	167,905
Statutory Bonus	1,042	12,495
Gross Salary	31,534	378,400
PF	1,800	21,600
Total CTC	33,334	400,000

1. TDS & Other statutory as applicable shall be deducted.
2. Gratuity as per law.


I agree to accept the employment on the terms and conditions mentioned in the letter

Name: Bhavesh

Signature:

Place: Gurgaon

Date:


Principal
Dronacharya College of Engg.
Farukh Nagar - 122006



Website: yantraworld.in

Email: kapil@yantraworld.in

Company: Patrina Overseas Llp

Address: Plot No. 297, PH-6, Sector-37

P-2, Gurugram, Haryana-122001.

Dated: 24th Oct 2022

Offer Letter

Dear Aakash Chaudhary,

Congratulations! On the behalf of Patrina Overseas Llp, I am Pleased to offer you the position of Software Developer. Your total annual salary shall be Rs. 3,00,000 paid in semi-monthly installments via direct deposit or cheque on the 15th and last day of the month. Your initial appointment shall commence on 1st Jan 2023.

This position is a member of the core Technical team. You will directly report to the chief Technology officer. Your service in this capacity is subject to annual review and reappointment in accordance with company policies.

This offer of appointment does not imply any commitment to your continued employment and supersedes any other agreements written or oral with regard to your employment at Patrina Overseas Llp.

Please, Indicate your acceptance of this offer under the terms described above by returning the signed copy of this letter no later than 25th Dec 2022. A copy of this letter is enclosed for your records.

Kapil

CEO

Patrina Overseas Llp

Email: hr@yantraworld.in



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



DRONACHARYA
College of Engineering
Approved by : All India Council for Technical Education
Permanent Affiliation : M. D. University, Rohtak (Haryana)

Report of the field work/sample photographs of the field work

Principal
Dronacharya College of Engineering
Farrukh Nagar, Gurgaon.

info@dronacharya.info

From: Amar Saraswat <amar.saraswat@ggnindia.dronacharya.info>
Sent: Friday, September 06, 2019 11:38 AM
To: hodit@ggnindia.dronacharya.info
Cc: hodcse@ggnindia.dronacharya.info; principal@ggnindia.dronacharya.info;
principaloffice@ggnindia.dronacharya.info; deanacademics@ggnindia.dronacharya.info
Subject: Attendance Sheet : Industrial Visit
Attachments: Attendance Sheet_Industrial Visit_6 Sept 2019.docx
Importance: High

Respected Ma'am,

Greetings of the Day!!

Please find attached Attendance Sheet for the Industrial Visit of the Students.

Regards

Amar Saraswat
Assistant Professor-Information Technology
Dronacharya College of Engineering, Gurgaon
<http://ggnindia.dronacharya.info/>
Ph-0124-2375502 /03 /04 /05 (Extn. 33)




Principal
Dronacharya College of Engg
Farrukh Nagar - 123506

DRONACHARYA

College of Engineering

Attendance Sheet

Industrial Visit at Cetpa Infotech Pvt. Ltd.

6th September 2019

S.No.	Roll No.	Students Name	Semester	Branch	Attendance
1	20123	Sagar Dubey	V	CSE	Present
2	20444	Gaurav	V	IT	Present
3	20905	Siddharth	V	CSE	Present
4	22371	Abhishek Pandey	I	IT	Present
5	22373	Akriti Sinha	I	IT	Present
6	22377	Bharat	I	IT	Present
7	22379	Gokul Bhatt	I	IT	Present
8	22381	Harshal Jangid	I	IT	Present
9	22384	Kartik Garg	I	IT	Present
10	22392	Nishant Ranjan	I	IT	Present
11	22396	Saksham	I	IT	Present
12	22400	Shivam Yadav	I	IT	Present
13	22402	Shruti	I	IT	Present
14	22403	Simran	I	IT	Present
15	22405	Vikas Nayak	I	IT	Present
16	22407	Yash Sharma	I	IT	Present
17	22642	Aman Sharma	I	CSIT	Present
18	22643	Ankit Prajapati	I	CSIT	Present
19	22645	Anubhuti Prasad	I	CSIT	Present
20	22648	Bhupesh Kumar	I	CSIT	Present
21	22651	Deepanshu Pant	I	CSIT	Present
22	22653	Devanshi Mishra	I	CSIT	Present
23	22654	Divya Sharma	I	CSIT	Present
24	22656	Harshit kumar	I	CSIT	Present
25	22658	Jatin Khatana	I	CSIT	Present
26	22660	Jyoti Choudhary	I	CSIT	Present
27	22664	Manav Yadav	I	CSIT	Present
28	22665	Mehul Sharma	I	CSIT	Present
29	22669	Piyush	I	CSIT	Absent
30	22670	Prashant Sharma	I	CSIT	Present
31	22671	Preeti	I	CSIT	Present
32	22672	Prerna Mishra	I	CSIT	Present
33	22675	Rajat Dash	I	CSIT	Present

34	22677	Sidhant Sharma	I	CSIT	Present
35	22677	Riya Verma	I	CSIT	Present
36	22678	Rupesh Yadav	I	CSIT	Present
37	22683	Sandeep singh Rauthan	I	CSIT	Present
38	22687	Vridhi Jain	I	CSIT	Present
39	22688	Yash Pannu	I	CSIT	Absent



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

From: Surbhi Singh <surbhi.singh@cetpainfotech.com>
Sent: Saturday, August 31, 2019 11:45 AM
To: amar.saraswat@ggnindia.dronacharya.info
Cc: Sanyam Dixit; Kuldeep Dixit; Nisha Cetpa
Subject: Industrial Visit at CETPA Infotech.
Attachments: CETPA Company Profile.pdf

Dear Sir,

Greetings from CETPA!!!

As per your discussion held with Mr. Kuldeep Dixit regarding conducting the **Industrial Visit for your college students at CETPA Infotech Pvt. Ltd., Noida..**

We are confirming this visit on **6th Sep, 2019 at 11:00 A.M.**

We are sending few highlights of the event.

Industrial Visit is considered to be an important part of course curriculum for the engineering students. It is one of the most tactical methods of teaching and training students with the Industry Standards. Therefore if *the Industrial Visit is your need, then CETPA has plethora of options for the colleges and students to conduct Informative Industrial Visit at CETPA Campus.*

We give exclusive importance to Industrial Visits because we believe that Industrial Visits give much needed practical exposure to the students. During the Industrial Visit, we also give mantras to students to prepare for a job interview including the qualities such as confidence, good communication skills, concept clarity, and practical application of concepts.

We provide highly interesting and intellectual Industrial Visits that have helped the students to broaden their way of thinking both in terms of domain knowledge and career path. We also make students familiar to the latest Industrial practices followed in the corporate world through the live demonstrations in the different Companies.

Key Features of our Industrial Visit

- **Live Projects**
- **Intellectual discussion with Industry Experts**
- **Hands on experience with the lab and Industry equipment**
- **Exposure to live working conditions**
- **Sessions on Job Search and Applications.**

If you have any query in any matter then we are just a call away.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

DRONACHARYA
College of Engineering



TO

Cetpa Infotech Pvt. Ltd.



Date :
6th September, 2019

Organized By : CSI Student Chapter, DCE (GURUGRAM)

From: HOD ME <hodme@ggnindia.dronacharya.info>
Sent: Wednesday, September 18, 2019 1:39 PM
To: Venkatesh.Hejib@Carrier.com
Cc: Principal Sir; Dean Sir
Subject: List of the names of the student & scanned copy of the personnel who will be accompanying with the batch of students.
Attachments: ME STUDENT LIST INDUSTRIAL VISIT CARRIER.docx; WhatsApp Image 2019-09-18 at 1.29.24 PM.jpeg

Dear Sir,

Please find the attached list of the names of the student & scanned copy of the personnel who will be accompanying with the batch of students.

Thanks & Regards

Sincerely,

Rajesh Mattoo
Head
Department of Mechanical Engineering.
Dronacharya College of Engineering, Gurgaon
<http://www.ggnindia.dronacharya.info/>
<https://www.facebook.com/DronacharyaGurgaon/>
https://en.wikipedia.org/wiki/Dronacharya_College_of_Engineering
Ph-0124-2375502 /03 /04 /05 (Extn. 208) +91-9650488904

From: Hejib, Venkatesh [mailto:Venkatesh.Hejib@Carrier.com]
Sent: Thursday, August 22, 2019 3:08 PM
To: HOD ME
Cc: Mathur, Anuman
Subject: RE: [External] Request for industrial visit of Mechanical Engineering students at your Campus

Dear Mr. Rajesh,

We are pleased to confirm & welcome your students in our factory on 20th Sept 2019. We will schedule & expect your team's presence accordingly.

Please make sure you share list of the names of the student who are visiting our facility for our internal record, also any govt approved ID - scanned copy of the personnel who will be accompanying with the batch of students to run through our internal portal for approvals.

You can be reached on my contact number : 9810459226, for any assistance during visit.

Regards

Hejib

From: Hejib, Venkatesh
Sent: Thursday, August 22, 2019 9:37 AM
To: 'HOD ME' <hodme@ggnindia.dronacharya.info>
Cc: Mathur, Anuman <anuman.mathur@carrier.com>
Subject: RE: [External] Request for industrial visit of Mechanical Engineering students at your Campus

Dear Mr. Rajesh Mattoo,


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

I am seeking internal approvals for the facilitation of scheduled visit. Will come back on the same, as soon as we get alignment.

Regards

Venkatesh Hejib

From: HOD ME [<mailto:hodme@ggnindia.dronacharya.info>]
Sent: Thursday, August 22, 2019 9:25 AM
To: Hejib, Venkatesh <Venkatesh.Hejib@Carrier.com>
Subject: [External] Request for industrial visit of Mechanical Engineering students at your Campus

Respected Sir,

Please confirm the Day & Date fixed i.e. 20th September 2019(Friday) for the visit in your esteemed Organisation, so that I can convey my message about this visit to higher authorities. Also give me your contact details with address of the factory/ plant to be visited.

Thanks & Regards

Sincerely,

Rajesh Mattoo
Head
Department of Mechanical Engineering.
Dronacharya College of Engineering, Gurgaon
<http://www.ggnindia.dronacharya.info/>
<https://www.facebook.com/DronacharyaGurgaon/>
https://en.wikipedia.org/wiki/Dronacharya_College_of_Engineering
Ph-0124-2375502 /03 /04 /05 (Extn. 208) +91-9650488904


Principal
Dronacharya College of Engg
Farrukh Nagar - 123506

Dronacharya College of Engineering
Khentawas, Farrukh Nagar

Mechanical Engineering Semester

**INDUSTRIAL VISIT TO CARRIER AIR CONDITIONING & REFREGIRATION
LTD. MANESAR**

(20-09-2019)

S. No.	College Roll No.	Student Name	Mobile No.	Signature
1	20301	ABHISHEK MOGHA		
2	20302	AKASH THAKUR		
3	20304	AMAN SAINI		
4	20305	AMIT		
5	20307	ANKIT PANCHAL		
6	20310	ANKUSH ARORA		
7	20311	ANSHIKA YADAV		
8	20312	ANSIL VATS		
9	20313	ASHISH PAL		
10	20314	ASHISH SHARMA		
11	20315	ASHOK KUMAR		
12	20316	ATUL KUMAR		
13	20317	BHANUPRATAP		
14	20318	DEEPAK		
15	20319	DEEPAK KUMAR		
16	20320	DEEPAK KUMAR		
17	20322	DEEPAK KUMAR RAI		
18	20323	DEEPANSHU YADAV		
19	20324	DEVANSH		


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

20	20326	GURAMRIT SINGH		
21	20328	HINESH		
22	20329	JAGRIT GAKHAR		
23	20331	KSHITIJ KUMAR		
24	20332	KUNAL KUMAR		
25	20334	LAKSHAY MANGLA		
26	20335	NAVEEN VERMA		
27	20336	NITESH KUMAR		
28	20337	NEERAJ SINGH AHLAWAT		
29	20338	PARVEEN KINHA		
30	20339	PRADUMN KUMAR TIWARI		
31	20340	NAVAL YADAV		
32	20341	RAJAT GUPTA		
33	20356	SARTHAK SINGH		
34	20357	SHIVANSHU SINGH CHAUHAN		
35	20358	SHUBHAM KUTLEHRIA		
36	20359	SIDDHARTH SHARMA		
37	20361	UJJAWAL		
38	20362	VARUN SHARMA		

HOD (ME)


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Industrial Visit to Carrier Air-conditioning and Refrigeration Ltd.

20th September 2019

IMEchE Student Chapter, Dronacharya College of Engineering, Gurugram organized an industrial visit to "Carrier Air-conditioning and Refrigeration Ltd" on 20th September 2019. 30 students of V semester ME Department accompanied by faculty member Mr. Poshan Sahu went for the visit.

Carrier Group is the world's largest Refrigerator and AC Manufacturing Company. Gurgaon plant produces nearly all types of AC and Refrigerator.

Mr. Venkatesh, General Manager – Human Resource at Carrier Air-conditioning and Refrigeration Ltd. demonstrated about the company's manufacturing and assembly shop.

First, Mr. Venkatesh gave a brief introduction of Carrier Air-conditioning and Refrigeration Ltd and other related companies. He explained the production, manpower, rules and career in these types of production companies. Later he clarified the doubts of students.

Mr. Venkatesh took students to company's manufacturing and assembly shop, there students observed all components and parts which were being prepared. Students could observe the main operations done in each assembly line, raw materials used and their handlings etc.

In the assembly shop, Refrigerator and Air conditioning (Residential and Commercial) separate assembly lines were shown. Each part was transported from one place to another by conveyor which was running at very slow speed So that on running conveyor, assembly can be completed. Students had seen, how from raw galvanized steel plate is converted for final usable product.

Other than this Mr. Venkatesh shown the inventory shop and explained how it is maintained. Overall visit was knowledgeable as student got the practical exposure.



Carrier Manufacturing Unit



Glimpses with Mr. Venkatesh Hajib
(Manager)


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

info@dronacharya.info

From: shivani ionic <shivani.ionic@gmail.com>
Sent: Thursday, September 26, 2019 11:21 AM
To: Amar Saraswat
Cc: hodcse@ggnindia.dronacharya.info; hodit@ggnindia.dronacharya.info;
deanacademics@ggnindia.dronacharya.info; principal@ggnindia.dronacharya.info
Subject: Re: Industrial Visit to NorthCorp Software Gurugram

Hello Amar,
As per our conversation over the call. we confirm the visit at our Company.
As we can go with 50 students and 2 faculties from your college.

Date of Visit: 27/9/2019

Time for Visit: Between 11:00AM - 11:30 AM

Address: Northcorp Software Pvt Ltd, Tower-A, 502-503, Digital Greens, Sector 61, Gurugram, Haryana
122102

Note: kindly confirm all your students are dressed in formal Attire.

We are very much obliged to invite your students to the industrial visit.

Regards,
Shivani | 7303443232
Email: shivani.ionic@gmail.com
Training & Placement Head
Northcorp software Pvt. Ltd



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

info@dronacharya.info

From: Praveen Bhardwaj <pbhardwaj@edgetech.co.in>
Sent: Thursday, August 29, 2019 9:04 AM
To: HOD ME
Cc: Manoj Gandhi; HR Edgetech
Subject: RE: Request for industrial visit of Mechanical Engineering students at your Campus

Dear Sir,

You are welcome to visit our plant on 27th Sept along with your 35 students.
You can coordinate with our HR Team at plant for further assistance.

Address of the factory is:

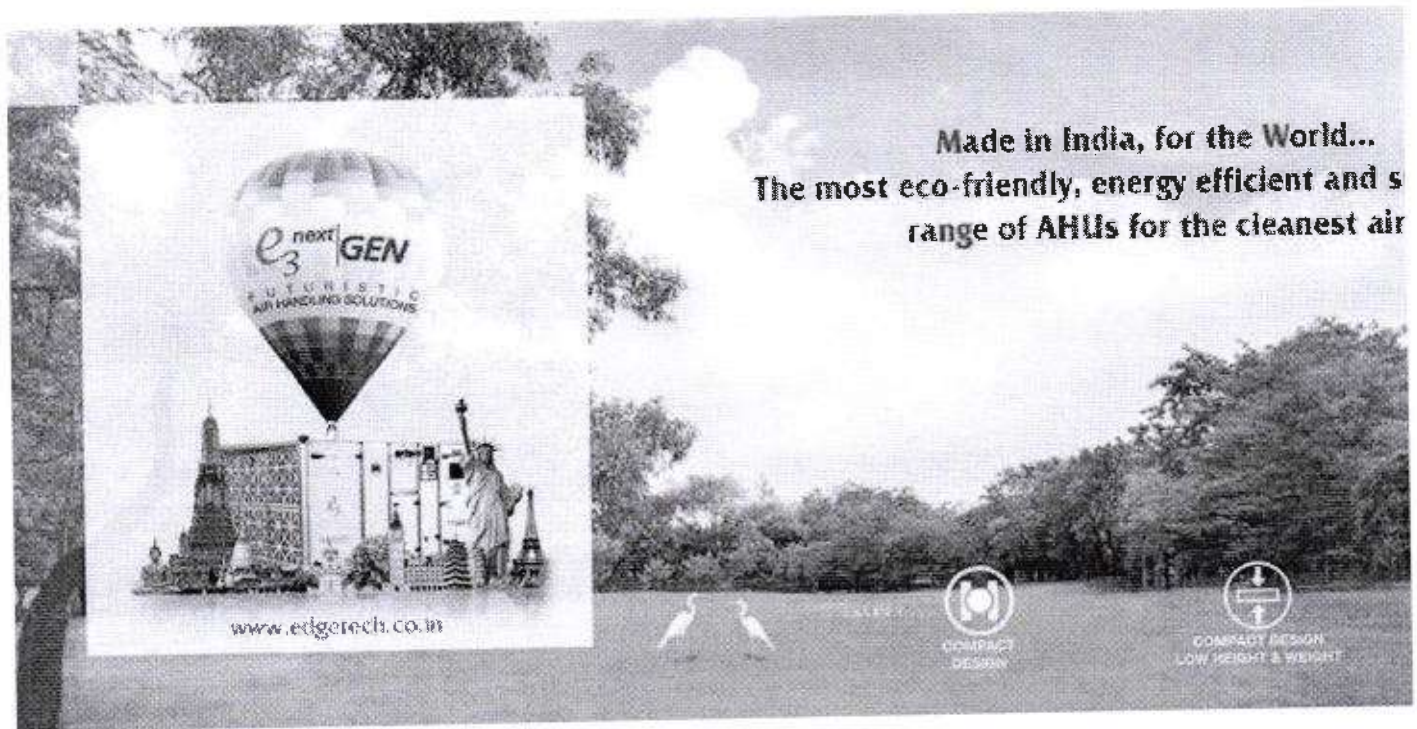
'Edgetech Air Systems Pvt Ltd'

Khasra No. 85/5 & 6/1, 45 KM Stone Village Rohad Bye-Pass, Near IUP Jindal, Bahadurgarh Haryana

CC: Hemant: Do the needful and cooperate with Mr. Mattoo for industrial visit.

Thanks & Best Wishes,

Praveen Bhardwaj
GM-Sales Operations
Mobile : +91-9910262714



The advertisement features a hot air balloon with the text "e₃ next GEN FUTURESTIC AIR HANDLING SOLUTIONS" and the website "www.edgetech.co.in". Below the balloon is an illustration of industrial equipment. To the right, the text reads: "Made in India, for the World... The most eco-friendly, energy efficient and s range of AHUs for the cleanest air". At the bottom right, there are two circular icons: one labeled "COMPACT DESIGN" and another labeled "COMPACT DESIGN LOW HEIGHT & WEIGHT".

From: HOD ME [mailto:hodme@ggnindia.dronacharya.info]
Sent: 28 August 2019 13:55
To: Praveen Bhardwaj <pbhardwaj@edgetech.co.in>
Subject: Request for industrial visit of Mechanical Engineering students at your Campus

Respected Sir,


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Please confirm the Day & Date fixed i.e. 27th September 2019(Friday) for the visit in your esteemed Organisation, so that I can convey my message about this visit to higher authorities. Also give me your contact details with address of the factory/ plant to be visited.

Thanks & Regards

Sincerely,

Rajesh Mattoo

Head

Department of Mechanical Engineering.

Dronacharya College of Engineering, Gurgaon

<http://www.ggnindia.dronacharya.info/>

<https://www.facebook.com/DronacharyaGurgaon/>

https://en.wikipedia.org/wiki/Dronacharya_College_of_Engineering

Ph-0124-2375502 /03 /04 /05 (Extn. 208) +91-9650488904



Principal
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INDUSTRIAL VISIT TO EDGETECH AIR SYSTEM PRIVATE LIMITED, BAHADURGARH

(27th September 2019)

An Industrial visit was carried out at Edgetech Air System Pvt. Ltd., Bahadurgarh on 27th September 2019. The visit was conducted for fourth semester students from the Department of Mechanical Engineering. The visit comprised of 38 students and 1 faculty member (Mr. Ishwar Sharma).

Company Profile:

Founded by visionary and self-made businessman Mr. R.P. Goel, who have had four decade's business experience, along with his son Mr. Amit Goel, who have had two decade's experience in the HVAC industry. Edgetech has come a long way from a turnover of INR 3 crores in 2005 to an estimated INR 200 crore plus by 2020. Edgetech specializes on manufacturing Air Handling Systems, ranging from a complete array of Air Handling Units and Fan Coil Units to Advanced Coils, for applications as diverse as:

Comfort air-conditioning for offices, Institutions, Hotels, Shopping malls, Restaurants, Private homes, etc.

Specialized applications for clean rooms, pharmaceutical plants, hospitals, R&D labs, software parks, auditoria, libraries, etc.

Fresh Air Applications:

Edgetech's new, state-of-the-art, green manufacturing plant at Rohad, Haryana, is equipped to meet the challenges of any market requirement. Each product passes through stringent quality & environment- friendliness checks at every stage of production. Armed with ISO 9001: 2008 and 14001: 2004 certification, Edgetech today is positioned to serve discerning clients among architects, consultants and entrepreneurs

Products we saw:

We saw Air Handling Systems, ranging from a complete array of Air Handling Systems from Next Gen Series 2 AHUs, Next Gen Series 1 AHUs, Standard Air Handling Units, Fan Coil Units and Advanced Heat Exchanger / Coils for applications as diverse as: Comfort air-conditioning for offices, institutions, hotels, shopping malls, restaurants, private homes, etc. Specialized applications for clean rooms, pharmaceutical plants, hospitals, R&D labs, software parks, auditoria, libraries, etc

We saw how sheet metal work is performed for making heat exchanger coils, how compressor units are assembled we studied the working of air handling units as below

Air Handling unit or AHU is an assembly of air conditioning components (such as fans, cooling coils, filters, humidifiers and dampers) integrated into a self-contained package and installed as a single unit, which is connected to system of metal duct work that distributes the conditioned air.

We difference two types of AHU:

- Simple flow: the AHU whether works in 100% fresh air, or air intake, or works with the two of them.

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Farrukh Nagar - 123506

- Dual flow: the AHU is working with the most optimal configuration, by choosing between quantity of fresh air, total treated air, air intake, return air, according to the situation.

How does a simple flow AHU work?

It is actually very easy to understand: the AHU pumps the designed external air, which will be treated in temperature and humidity, as well as quality of composition with different type of filters. This treated air will be carried to respective areas by means of ducting.

For a dual flows AHU, besides the first objective explained previously, the AHU will extract the air from the areas that can't be recycled back in the AHU (air too polluted or areas which requires a percentage of extracted air), and will be rejected out of the structure.

Objectives of the AHU:

- Fresh air intake (which replaces the air polluted)
- Air treatment (by filtration)
- Humidity and temperature control of the air supply
- Structure easy to install in each type of architectural configuration
- Minimal surface facilities required (specification important due to the m² price today).
- Noise reduction (no need to open any windows)
- Integrated regulation with a software adapted to health services
- Plug and Play unit.
- Reduction of the ductwork and installation – Important saving of time and money.

The AHU provides pre cooling (pre heating) of the ventilation air and thus take care of only a relatively small part of the cooling (heating) load. In addition, the energy for pre cooling (pre heating) does not come from the AHU itself, but is provided by an external source, such as a chiller (boiler or furnace).

Some AHUs like dual stream VMC are working with exchanges boxes for effecting heat energy recovery, thanks to the use of the heating recovered to heat up the air intake.

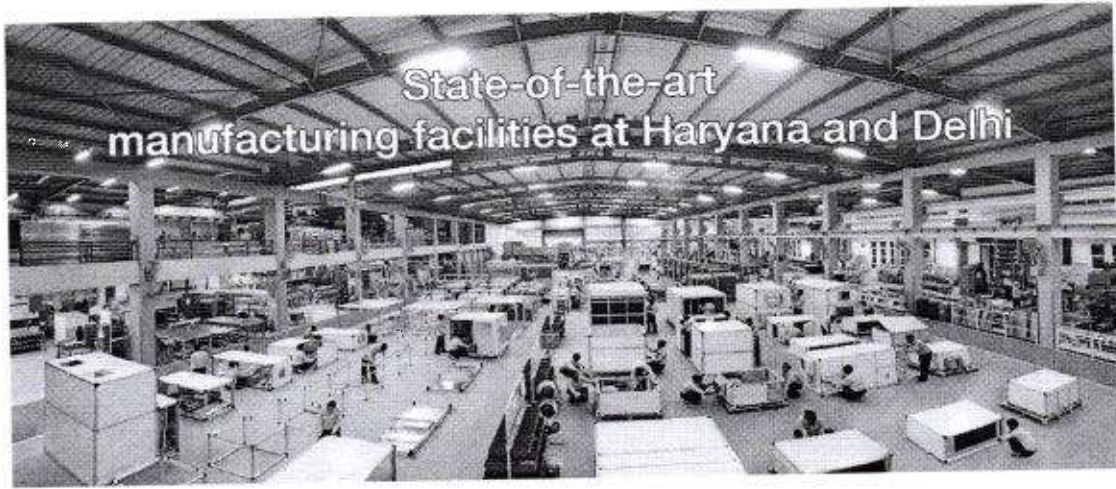
The dual flows AHUs know how to work according to different working systems.

The different types of filtration:

- Total recycling: no fresh air is brought, air treatment is working as closed circuit, only with the ambient air,
- Partial recycling: part of the air treated is rejected and replaced by fresh air.
- 100% Fresh air: the air intake flow equals to the air supplied. It becomes therefore interesting to retrieve the energy brought by a heat recovery unit on the air intake "polluted".

Mr. Ishwar Sharma
Assistant Professor
Department of Mechanical Engineering


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Farrukh Nagar - 123506



Industrial Visit to Network Bulls

An Industrial Visit to Network Bulls, Gurgaon was organised by Dronacharya College of Engineering, Gurgaon on 4th October 2019. A total of Fourty five students from Department of Computer Science & Engineering and Department of Information Technology, went to Network Bulls for visit.

Network Bulls, a leading Cisco organization based in India introduces Asia's biggest Cisco labs. During the industrial visit, Mr. Alpish Jaswant Dhengre, Network Consultant, Network Bulls gave the basic introduction about networking. He discussed various hybrid network devices such as multilayer switches, protocol converters, bridge routers, proxy servers, firewalls, network address translators, multiplexers, network interface controllers, wireless network interface controllers, modems, ISDN terminal adapters, line drivers, wireless access points, networking cables and other related hardware used in networking.


Then, the students visited the labs of Network Bulls, which encompassed fully dedicated racks and devices, CCNA R&S, CCNA Security and CCNA Voice racks and devices, CCNP R&S, CCNP Security, CCNP Voice, CCIE R&S V5, CCIE Security V4 and CCIE Voice/Collaboration tracks. During the lab visit, Mr. Dhengre explained that the features of every device.

After that, a hands on session was conducted by Mr. Dhengre, in which he demonstrated that the usage of routers, different kinds of cables and ports. He also created a virtual network in Cisco Packet Tracer, and illustrated the sending and receiving of the packets over the network. He also explained the students about the use of proxy servers so that an individual can gain access to the sites that are blocked by the administrator computer block.

A detailed introduction about Internet protocols and component of network was given by Mr. Dhengre, through which students got an idea about how actually an IP address works. The technical topics were also covered during the session such as OSI layer, connectivity of two different computer networks and copper-based Ethernet adapter.

Then, Mr. Dhengre discussed about advantages of being in network centric world and explained the benefits of being Cisco Certified Network Associate (CCNA). With facts and figure, Mr. Dhengre projected the current market status and requirement for a network engineer.

In the end, the students cleared their doubts. The industrial visit proved to be beneficial for the students interested in the field of networking and gave them the industrial exposure.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Some Glimpses:

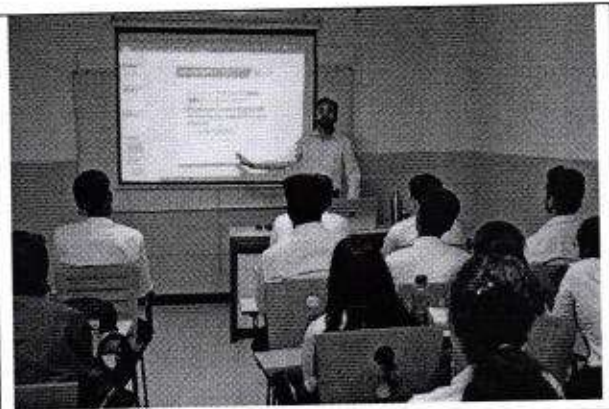
DRONACHARYA
College of Engineering

INDUSTRIAL VISIT
to
NETWORK BULLS
Sharing Networks
NETWORK BULLS

Sector-14, Gurgaon, Haryana- 122001

4th Oct 2019

Banner of the Industrial Visit



Mr. Alpish Jaswant Dhengre, Network Consultant, Network Bulls with the students of Dronacharya College of Engineering, Gurgaon



Students of Department of Computer Science & Engineering and Department of Information Technology, during the visit



A Practical Hands-on session in Network Bulls Labs.



A Practical Hands-on session in Network Bulls Labs.




Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



A Group Photograph long with Mr. Alpish Jaswant Dhengre, Network Consultant, Network Bulls

A handwritten signature in blue ink, consisting of stylized initials and a surname, positioned above the printed name of the principal.

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

info@dronacharya.info

From: NB Workshops <workshops@networkbulls.com>
Sent: Friday, October 04, 2019 5:18 PM
To: anil.verma@ggnindia.dronacharya.info
Cc: amar.saraswat@ggnindia.dronacharya.info
Subject: IV Pics (04_Oct_2019)
Attachments: DSC_0074.jpg; DSC_0076.jpg; DSC_0078.jpg; DSC_0077.jpg; DSC_0080.jpg; DSC_0079.jpg;
DSC_0081.jpg; DSC_0084.jpg; DSC_0085.jpg; DSC_0086.jpg; DSC_0087.jpg; DSC_0088.jpg;
DSC_0090.jpg; DSC_0091.jpg; DSC_0092.jpg; DSC_0093.jpg; DSC_0094.jpg; DSC_0095.jpg;
DSC_0096.jpg; DSC_0097.jpg; DSC_0098.jpg; DSC_0099.jpg; DSC_0100.jpg; DSC_0101.jpg;
DSC_0102.jpg; DSC_0103.jpg; DSC_0105.jpg

Dear Sir
Please find the attached IV Pics Clicked on 04_Oct_2019.

Kindly provide feedback from your end.

--
Thanks & Regards,
Rajashree Bidyabati
Event Coordinator



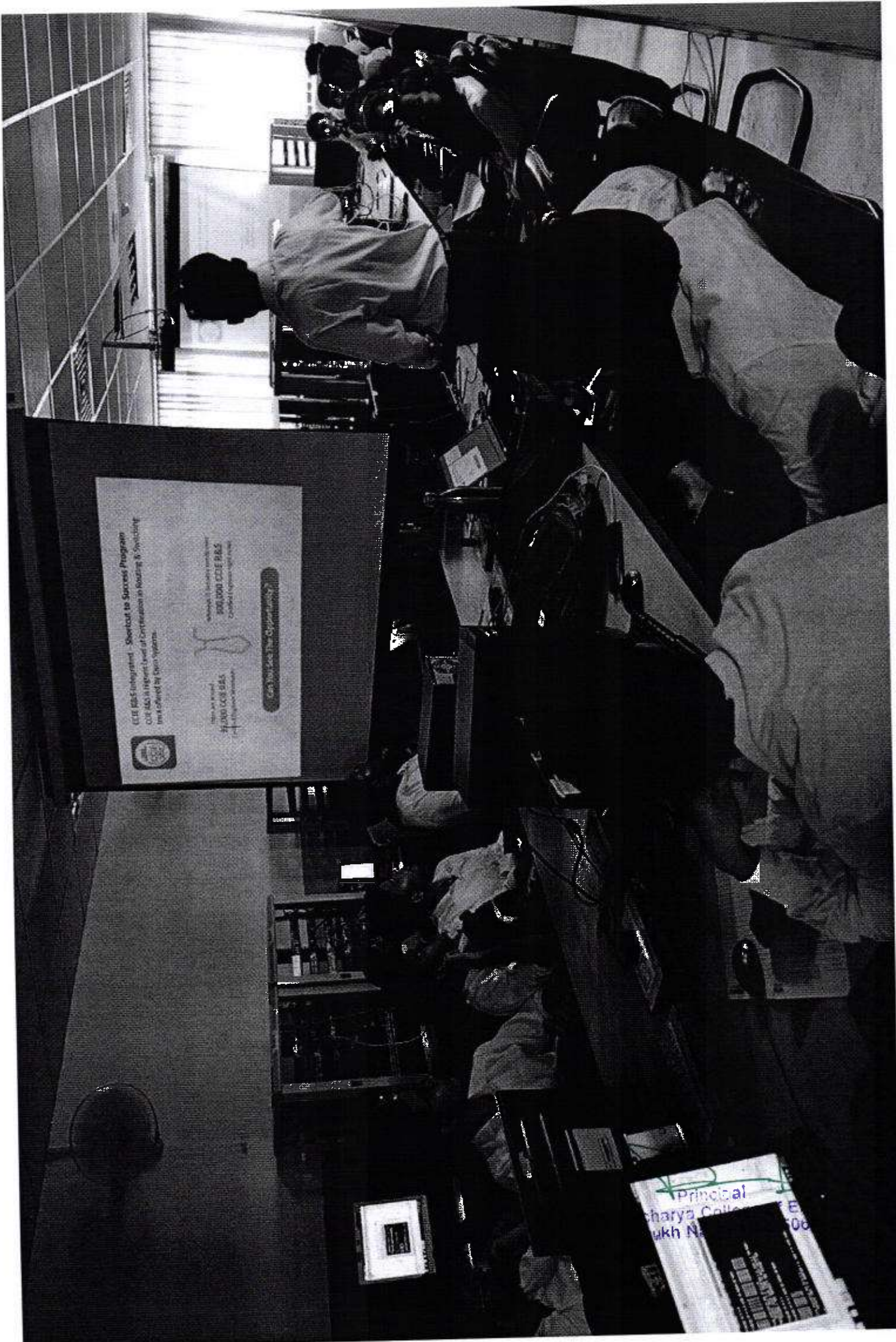
Mobile: 7291997472, 7840018811

Email Id: workshops@networkbulls.com

SCO-9, 10, 11, 12 2nd & 3rd Floor,
Above Vishal Mega Mart,
Old Delhi Road, Sector-14
Gurgaon-122001, Haryana
Website: www.networkbulls.com




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info@dronacharya.info

From: VIKRANT YADAV <vikrant.nise@gmail.com>
Sent: Tuesday, September 24, 2019 2:53 PM
To: HOD ME
Subject: Re: Request for industrial visit of students at your campus

Dear Sir
The visit may be planned on 4th October 2019

On Tue 24 Sep, 2019, 2:51 PM HOD ME, <hodme@ggnindia.dronacharya.info> wrote:

Dear Sir,

Our college **Dronacharya College of Engineering Gurgaon** wants to conduct an industrial visit of our **B. Tech. Electronics & Communication Engineering** students to your esteemed organization. This is in a bid to reinforce the theoretical concepts learnt in the class. Therefore, I request you to please arrange one day industrial visit for our students.

I will be very thankful to you.

Thanking You.

Sincerely,

Rajesh Mattoo

Head

Department of Mechanical Engineering.

Dronacharya College of Engineering, Gurgaon

<http://www.ggnindia.dronacharya.info/>

<https://www.facebook.com/DronacharyaGurgaon/>


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Dronacharya College of Engg.
Farrukh Nagar - 123506

Industrial Visit to National Institute of Solar Energy (NISE)

4th October 2019

SAE India Student Chapter, Dronacharya College of Engineering, Gurgaon organized an industrial visit at “National Institute of Solar Energy, Gurgaon” on 4th October 2019. First and third semester students of ECE, EEE & ME Department along with faculty member Ms. Neha Singh went for the visit.

The objective of the visit was to make students aware of the solar energy utilization and the mechanism used for it.

National Institute of Solar Energy (NISE), an autonomous institution of Ministry of New and Renewable (MNRE), is the apex National R&D institution in the field Solar Energy. The Government of India has converted 25-year-old Solar Energy Centre (SEC) under MNRE to an autonomous institution in September, 2013 to assist the Ministry in implementing the National Solar Mission and to coordinate research, technology and other related works.

Team Dronacharya was guided by Mr. Vikrant Yadav. He defined about the institute and its various departments such as R&D, Photovoltaic module and testing lab and Solar Photovoltaic Division and Solar Thermal Division. Then the students were made aware of various mechanisms used in solar thermal division.

Mr. Vikrant Yadav described various types of solar thermal conversion units. Solar thermal conversion units of both concentrated and non-concentrated types were available there. Concentrated type units present there were of two types, parabolic and disc type. In parabolic solar thermal conversion unit, the tracking around single axis takes place while in disc type tracking takes place around two axes. The tracking mechanism comprises of motors and gears. The students were also described about the materials and their importance used in the solar thermal units. The solar thermal conversion units were well understood by students with the help of direct applications present there in the department. The students were also explained the Evacuated tube collectors with the specific application in water heaters. Some more examples were also described such as the use of solar thermal conversion unit to operate ROs for Water ATMs, cold storage plants etc.

Lastly, students discussed their doubts with Mr. Vikrant Yadav, which was interactive.

The students understood various concepts of converting solar energy to various types of energies.



Engg.
Parul K. Nagal - 123506

DRONACHARYA

College of Engineering

Department of Civil Engineering

SURVEY CAMP / **INDUSTRIAL VISIT-2019**

Dronacharya College of Engineering, Gurgaon

in association with ASCE student chapter conducted
Five day Survey Camp at Manali "Himachal Pradesh" and Industrial Visit at National
Hydropower Plant Cooperation, Pandoh Dam
from 4th October to 8th October 2019.



Principal
Dronacharya College of Engg.
Farrukh Nagar • 123506

The Department of Civil Engineering organized an exhilarating and knowledge enriching **survey camp cum educational visit** as a part of the University curriculum. The camp/industrial visit was organized as a five day tour to Himachal Pradesh from October 4th to October 8th. The industrial visit was organized to BBMB (Bhakra Beas Management Board) hydroelectric power project in Sundernagar. Students from 3rd and 5th semester were taken to Himachal Pradesh for the survey camp and students from 3rd, 5th and 7th semester were taken for Dam Visit at Pandoh Dam (Sundernagar).

TIMELINE

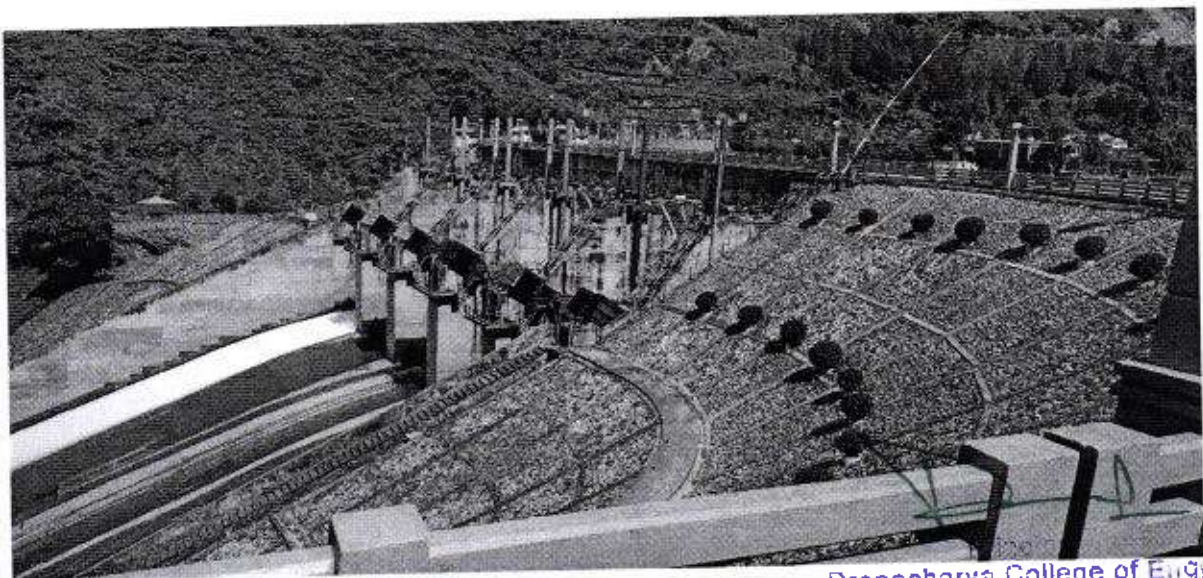
October 4th, 2019

With all the travelling arrangements done, One Tempo Traveler left from head office, Gurgaon and another Tempo traveler left from Sector-10 Dwarka (Delhi) picking spots for Manali at evening at around 6 PM.

October 5th, 2019

On October 5th, on our way to Manali, we reached BBMB (Bhakra Beas Management Board) hydroelectric power project at Pandoh Dam in Sundernagar at around 11AM. The students were divided into two groups, each of which was accompanied by an engineer for a visit to the powerhouse. The students were taken to the machine hallway, turbine section and control section of the powerhouse where they learnt practical aspects of Hydropower Engineering and reinforced the theoretical concepts learnt in the class. The students seemed felicitated to have a visit to the powerhouse where they got the opportunity to learn many new things. Due to strict rules and regulations, photography was strictly prohibited in the powerhouse area.

After the visit to Sundernagar power project everyone headed for Manali. With refreshments in between the journey and beautiful Himalayan scenic views, we reached Manali at evening at around 6:30 PM. Stay had been arranged in "Whistling Pine" hotel in Manali.



October 6th, 2019

The very next day, survey camp was organized in Rohtang pass, Manali. The students left for the survey at about 8:30am. Hand held GPS was used to collect the coordinates and elevation of a point. "GPS status" app was used to collect the points. A minimum of 3 to 4 satellites are required to acquire the coordinate points. The data collection process included collecting latitude, longitude and elevation (in meters).

About 25 to 35 random points were collected for the given area. These points were transferred to excel sheet and later imported to the software called "Surfer". From this software a tool called "contours" is used to plot the contours for the given area at a specified contour interval with full enthusiasm.

Terms involved in GPS app:

- **Heading:** Heading and course information are commonly used by navigation apps to help guide the user to a destination. The heading of a user's device is its current orientation relative to magnetic or true north. Devices with GPS can report course information, which represents the direction in which the device is moving.
- **Orientation :** "GPS Orientation" is an interesting function; as you may already know, most of smart phone's photos show the location of photo, the "GPS Orientation" is starting from this concept; with it, user can save their measurement location by GPS and show that place by device's map system. User can also combined with "Smart Pass" function to make recipient get the measurement location.
- **Altitude:** altitude is a distance measurement, usually in the vertical or "up" direction, between a reference datum and a point or object.
- **Latitude:** Latitude is an angle (defined below) which ranges from 0° at the Equator to 90° (North or South) at the poles. Lines of constant latitude, or parallels, run east-west as circles parallel to the equator. Latitude is used together with longitude to specify the precise location of features on the surface of the Earth.
- **Longitude:** Longitude is the measurement east or west of the prime meridian. Longitude is measured by imaginary lines that run around the Earth vertically (up and down) and meet at the North and South Poles. These lines are known as meridians.

The temperature in Rohtang pas was freezing cold of about 3°- 8 ° C. The students completed the survey at around 3:30 PM. After that students came back to the hotel.


Principal
Dronacharya College of Engg
Farrukh Nagar - 123506

info@dronacharya.info

From: HOD ME <hodme@ggnindia.dronacharya.info>
Sent: Saturday, October 05, 2019 10:40 AM
To: principaloffice@ggnindia.dronacharya.info
Cc: Principal Sir; Dean Sir
Subject: Report on Industrial Visit of Civil Engineering Department.
Attachments: List of Students for Survey Camp. Oct 2019docx.docx

Respected Sir

Please find the attached file.

Thanking You.

HOD (ME & CE)



From: Principal Office [mailto:principaloffice@ggnindia.dronacharya.info]
Sent: Friday, October 04, 2019 1:03 PM
To: 'HOD ME'
Subject: RE: Report on Industrial Visit of Civil Engineering Department.

Respected Sir,

It is requested to send following details :


1. No. of students went for trailing Industrial Visit.
2. Name of Faculty members who went along with students for said vist.

Regards

Principal Office
DCE, Gurgaon



From: HOD ME [mailto:hodme@ggnindia.dronacharya.info]
Sent: Friday, October 04, 2019 10:28 AM
To: principaloffice@ggnindia.dronacharya.info
Cc: Principal Sir; Dean Sir
Subject: Report on Industrial Visit of Civil Engineering Department.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

DRONACHARYA

College of Engineering

DEPARTMENT OF CIVIL ENGINEERING

**The list of Faculty & Students for Survey Camp at Manali (H.P) from
04/10/2019 to 08/10/2019**

S.NO.	ROLL NO.	NAME
1.	FACULTY	Mr. RAVINDRA SINGH FALDAKOTI
2.	19601	ABHISHEK YADAV
3.	19610	DEEPAK YADAV
4.	19613	DILIP KUMAR
5.	19622	RAHUL YADAV
6.	19625	SHUBHAM
7.	19628	SUMIT
8.	19634	VIKAS YADAV
9.	19653	SAHIL KADIAN
10.	20549	DIKSHANT
11.	20551	GOURAV SINGH SANGWAN
12.	20555	JANIT SHARMA
13.	20559	RAJEEV KUMAR
14.	20566	SANDEEP YADAV
15.	20557	KUSHAGRA MAHALWAL
16.	20565	SAGAR SHARMA
17.	20952	PRASHANT KUMAR
18.	20951	NIRBHAY VASHISTHA
19.	21491	MANAV DOGRA
20.	21481	ABHISHEK JULIET LAKRA
21.	21482	AMAN SAGAR
22.	21483	ANIKET SINGH
23.	21484	ANSHUL BISHT
24.	21499	TAKSHAY KUMAR BERIWAL
25.	21951	BIBHU SUNDAR KHANDUAL
26.	21952	KUNAL SAURABH
27.	21953	MAYANK ANAND
28.	21954	RISHI KESHAV
29.	21955	SAMAR PRATAP SINGH
30.	21956	ARYAN SANDILYA

HOD (CE)

Principal
Dronacharya College of Engg.
Faridkot - 123506

DRONACHARYA

College of Engineering

DEPARTMENT OF CIVIL ENGINEERING

**List of Students not going for Survey Camp at Manali (H.P) from
04/10/2019 to 08/10/2019**

S.NO.	ROLL NO.	NAME
III-SEM		
1.	21489	DEEPANSHU HASIJA
2.	21494	SUCHETA DEY
V-SEM		
3.	20553	HIMANSHU JAIN
4.	20561	RITIK NEGI
5.	20563	RITIKESH
6.	20571	TEJASVI YADAV
VII-SEM		
7.	19616	NEHA PAWAR
8.	19619	PIYUSH RANJAN
9.	19631	SUPRIYA BHARTI
10.	19654	SURAJ RAJ

HOD (CE)



Principal
Dronacharya College of Enngy.
Farrukh Nagar • 123506

Industrial Visit to Edgetech Air System Private Limited

2nd March 2020

SAE India Student Chapter, Dronacharya College of Engineering, Gurgaon organized an industrial visit to “Edgetech Air System Pvt. Ltd., Bahadurgarh” on 2nd March 2020. 47 students of ME Department along with two faculty members went for the visit.

When team Dronacharya arrived at the company, they were greeted by company officials. He made students saw various products which include Air Handling Systems, ranging from a complete array of Air Handling Systems from Next Gen Series 2 AHUs, Next Gen Series 1 AHUs, Standard Air Handling Units, Fan Coil Units and Advanced Heat Exchanger / Coils for applications as diverse as: Comfort air-conditioning for offices, institutions, hotels, shopping malls, restaurants, private homes, etc. Specialized applications for clean rooms, pharmaceutical plants, hospitals, R&D labs, software parks, auditoria, libraries, etc

He went on to demonstrate how sheet metal work is used to make heat exchanger coils and how compressor units are put together.

Students studied the operation of air handling units. Air Handling unit (AHU) is an assembly of air conditioning components (such as fans, cooling coils, filters, humidifiers and dampers) integrated into a self-contained package and installed as a single unit, which is connected to system of metal duct work that distributes the conditioned air. Students also learnt difference between two types of AHU: Simple flow: the AHU whether works in 100% fresh air, or air intake, or works with the two of them. Dual flow: the AHU is working with the most optimal configuration, by choosing between quantity of fresh air, total treated air, air intake, return air, according to the situation.

It was a great learning experience for the students.

Some Glimpses :



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

INDUSTRIAL VISIT
To
edgetech
... Creating a healthy world

Edgetech Air Systems Pvt. Ltd.

2nd March, 2020

ORGANIZED BY : SAEINDIA STUDENT CHAPTER






Principal
Dronacharya College of Engg.
Farrukh Nagar - 123606

From: VIKRANT YADAV <vikrant.nise@gmail.com>
Sent: Monday, September 02, 2019 2:02 PM
To: HOD ME
Subject: Re: Request for industrial visit of students at your campus

Dear Sir

Due to some unavoidable circumstances the visit of students may be postponed to 5th September 2019.

On Thu, Aug 29, 2019 at 4:06 PM VIKRANT YADAV <vikrant.nise@gmail.com> wrote:

Dear Sir

The visit of students may be planned on 3rd September 2019. Max number of student allowed is 30 No.s only.

On Thu, Aug 22, 2019 at 10:19 AM HOD ME <hodme@ggnindia.dronacharya.info> wrote:

Dear Sir,

Our college **Dronacharya College of Engineering Gurgaon** wants to conduct an industrial visit of our **B. Tech. Mechanical Engineering** students to your esteemed organization. This is in a bid to reinforce the theoretical concepts learnt in the class. Therefore, I request you to please arrange one day industrial visit for our students.

I will be very thankful to you.

Thanking You.

Sincerely,

Rajesh Mattoo

Head

Department of Mechanical Engineering.

Dronacharya College of Engineering, Gurgaon

<http://www.ggnindia.dronacharya.info/>

<https://www.facebook.com/DronacharyaGurgaon/>

https://en.wikipedia.org/wiki/Dronacharya_College_of_Engineering

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Principal
Dronacharya College of Engy.
Farrukh Nagar - 123506

Industrial Visit Tto National Institute of Solar Energy, Gurgaon

5th September 2019

SAE India Student Chapter, Dronacharya College of Engineering, Gurgaon organized an industrial visit at National Institute of Solar Energy, Gurgaon on 5th September 2019. 35 students of third semester ME Department along with faculty members Mr. Abhinav Panwar went for the visit.

The objective of the visit was to make students aware about the solar energy utilisation and the mechanism used for it.

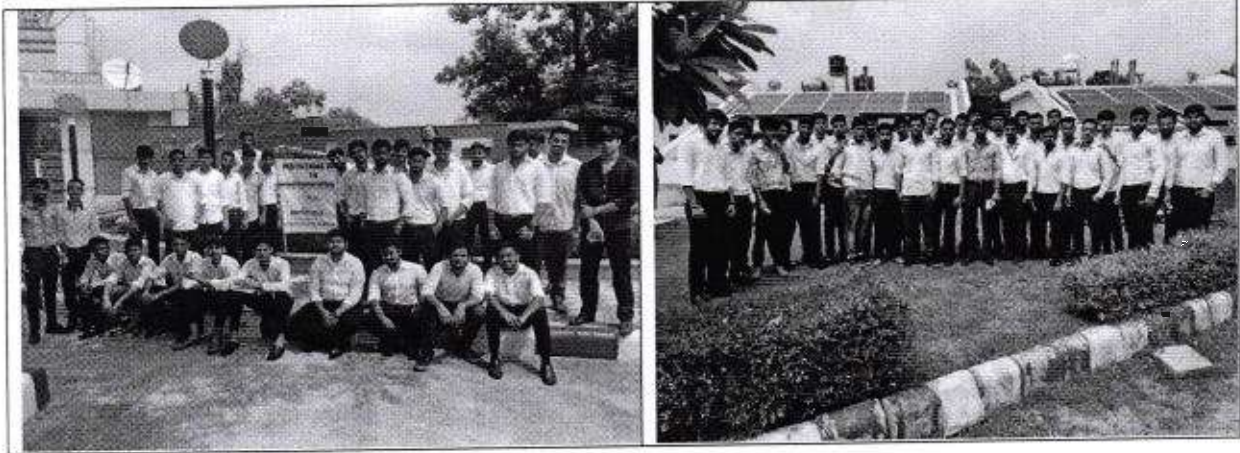
As the team DCE reached the NISE, students were guided by Mr. Vikrant Yadav. He gave brief description of the institute and its various departments such as R&D, Photovoltaic module and testing lab Solar Photovoltaic Division and Solar Thermal Division. Then the students were made aware of various mechanisms used in solar thermal division.

Mr. Vikrant Yadav described to the students various types of solar thermal conversion units. Solar thermal conversion units of both concentrated and non-concentrated types were available there. Concentrated type units present there were of two types, parabolic and disc type. In parabolic solar thermal conversion unit the tracking around single axis takes place while in disc type tracking takes place around two axes. The tracking mechanism comprises of motors and gears. The students were also described the materials and their importance used in the solar thermal units. The solar thermal conversion units were well understood with the help of direct applications present there in the department. The solar thermal conversion units were applied to Vapour Absorption Machine, water heaters. The non-concentrated type solar thermal unit was applied for desalination of water. The students were also told explained the evacuated tube collectors with the specific application in water heaters. Some more examples were also described such as the use of solar thermal conversion unit to operate ROs for Water ATMs, cold storage plants etc.

In the last the students discussed their doubts with Mr. Vikrant Yadav, which was a very interactive session of the visit. The students learnt a lot from the visit and enjoyed it.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Some Glimpses of the Industrial Visit:




Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

DRONACHARYA

College of Engineering

DEPARTMENT OF CIVIL ENGINEERING

04/10/2019

INDUSTRIAL VISIT TO AMEYA SAPPHIRE 92 AND 93, RESIDENTIAL PROJECT SITE, GURGAON (HARYANA)

30 AUGUST , 2019

In yet another step by the Department of Civil Engineering under ASCE DCE Student Chapter, a visit to a construction site was organized on 30 August , 2019. The students were taken for a visit to Ameya Sapphire 92 & 93, Gurgaon ,Haryana.

About The Project

Ameya Sapphire 92 is Located on Sector 92, Dwarka Expressway, Gurgaon. This landmark is situated in Sector 92. Already home to more than 10,000 families and well inhabited by residential apartments, housing colonies, mega townships, Sector 92 is next to IMT Manesar also has International Banks, esteemed Educational Institutes like the upcoming Modern School. And Ameya Sapphire 93 is Located on Sector-93, Dwarka Expressway, Gurgaon. The project Ameya Sapphire 93 and 92 is been constructed on 2.50 acres of land. The charm of this property is further increased by its aesthetic amenities. Exuding sophistication and class, these homes are brilliant in its form and function. The homes are crafted by the experts to suit the needs and demands of the potential residents of this modern enclave. Sufficient Water Bodies and Parks, Ample Car Parking Space, Strategic Location Advantage, Vaastu Compliant Homes have been provided in this project. There is one tower consisting of 10 floors. G+10 block of building is also under construction. Common facilities like

- a 24/7 housekeeping, concierge and travel desk
- International standard business centre and lounge
- Broadband internet connectivity in all areas
- Separate entry, exits, ample parking with RFID card reader access,
- boom barrier control and controlled access to visitors
- High speed elevators
- CCTV monitoring, international standard fire fighting system
- Earthquake resistant structure
- Exclusive health club and swimming pool
- Outdoor party area


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123505

- Direct access to retail and entertainment zones
- Power backup and round the clock water supply
- Fitted modular kitchenette, branded CP fittings and flooring
- Smart lighting solution
- Air-conditioned suites with temperature control in each room
- Fire rated main door, smoke detectors and sprinkler system in all areas

Apart from this, the apartments also have a rain-water harvesting system to manage water shortage during summer. The students of third, fifth and seventh semesters were taken for the site visit. A total of 39 students from all the semesters went for the visit. After the attendance was taken, the bus with the students and faculties left for the site visit at around 10 am. Despite of the sunny day, the students were agog because of the visit and that thirst for learning something new was quite apparent from their enthusiasm. The bus reached the site at about 1 pm.



Students gathered outside for the visit

After taking permission from the Project In-charge and the Project Manager. The site engineer and other staffs took all students to the construction site and simultaneously explained the construction process happening there. The students were taken to sector 92 tower where they learnt about the various structural and finishing works of building construction. The students learnt about the various facets of building construction like layout of columns, concreting of beams, columns and slabs, expansion joint, gridlines, various types of tower cranes, blockwork, staircase and lift pits, waterproofing of roof, learnt about doors and windows, finishing works including flooring, plastering etc. And after visiting Ameya 92 the students Proceeded with their further visit to Ameya 93 where the students were explained about the foundation, type of foundation used and the construction work of retaining wall was on process and was explained briefly. They were also explained about various drawings like drawings of columns, foundation drawings, section drawing etc. The students were also familiarized with various safety measures to be taken at the site while executing different kinds of

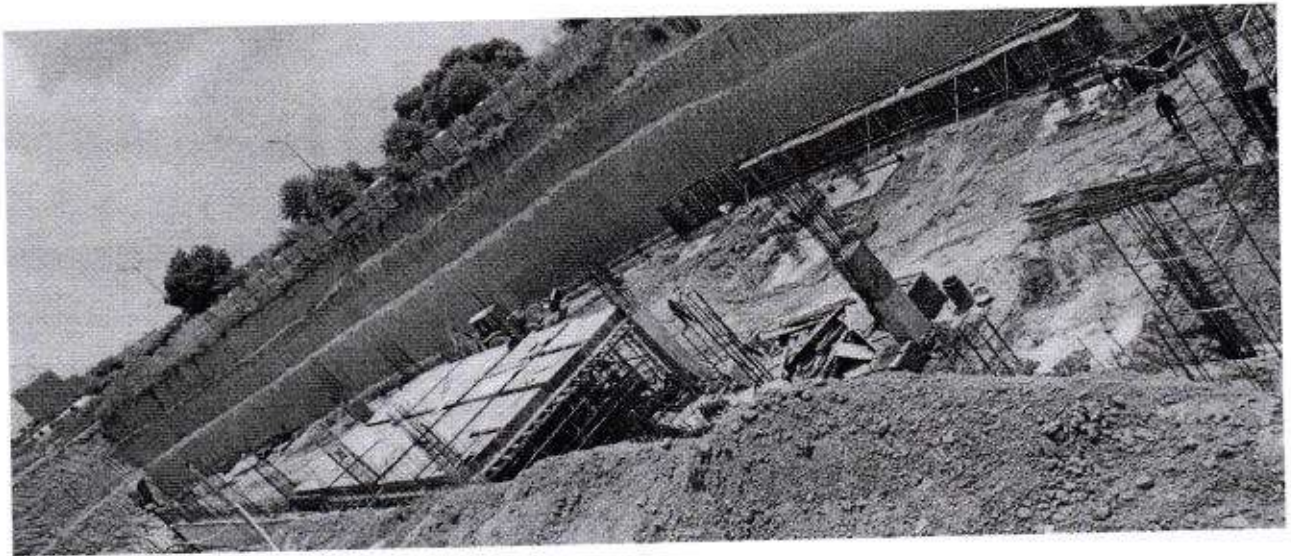
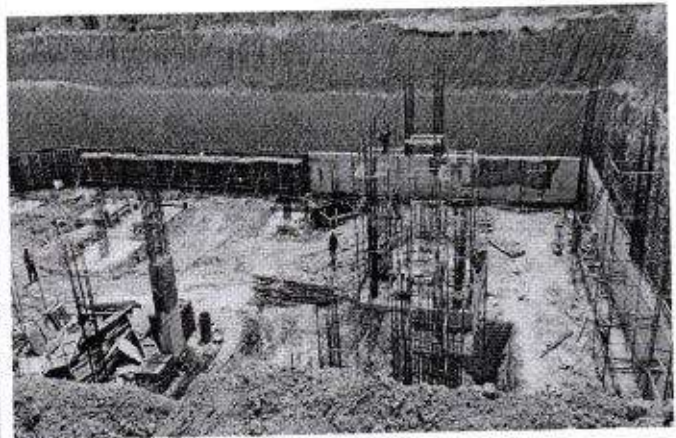
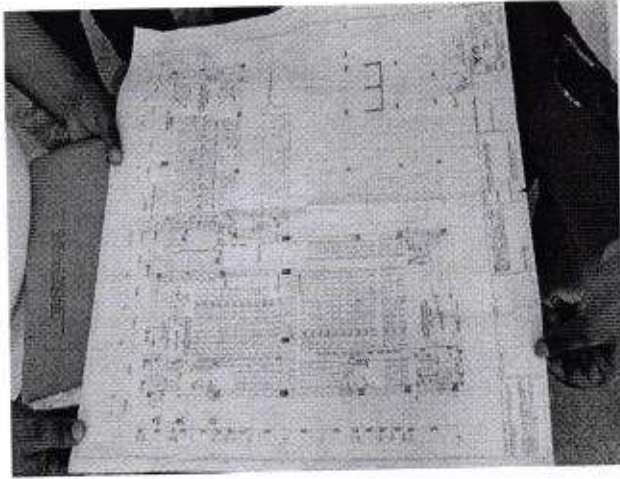
works. After the students' site visit, the students had a brief talk with the Project Manager. After that the bus left for the college.

It is a well-known fact that theories learnt in the class only get reinforced after seeing it happening in practicality. The students showed much enthusiasm and interest for the visit so as to learn and reinforce the theoretical concepts learnt in the class. Their thirst for practical knowledge was finally quenched by this visit. The students explored many practical aspects of civil engineering. Overall it was a very good experience for the students as they learnt many new things and enhanced their knowledge.

Ms. Nidhi Singh
Assistant Professor
Department of Civil Engineering



Principal
Dronacharya College of Engg.
Gurgaon Nagar - 123506



Glimpses of the site


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123606

info@dronacharya.info

From: HOD CE <hodce@ggnindia.dronacharya.info>
Sent: Tuesday, August 27, 2019 2:40 PM
To: Principal Sir
Cc: Dean Sir; principaloffice@ggnindia.dronacharya.info
Subject: FW: Industrial visit of our B. Tech. [Civil Engineering] students

Respected Sir,

We have received the consent from the organization regarding the industrial visit, so we want to visit the site on the scheduled date i.e. on 30th August 2019.

Thanking You.

HOD(CE)



From: Varun Garg [mailto:varuncengr@gmail.com]
Sent: Tuesday, August 27, 2019 12:34 PM
To: hodce@ggnindia.dronacharya.info
Cc: vishesh_1981@rediffmail.com; hoshiyarsingh.1977@gmail.com
Subject: Re: Industrial visit of our B. Tech. [Civil Engineering] students

Ok you can proceed as per your scheduled program.

Thanks & Regards.

Varun Garg

Dream Maker Construction Pvt Ltd.

+91-88266-08101

On Tue, Aug 27, 2019 at 10:17 AM Hoshiyar Singh <hoshiyarsingh.1977@gmail.com> wrote:

----- Forwarded message -----

From: HOD CE <hodce@ggnindia.dronacharya.info>
Date: Fri, 23 Aug 2019 at 10:45 AM
Subject: Industrial visit of our B. Tech. [Civil Engineering] students
To: <hoshiyarsingh.1977@gmail.com>

Dear Sir,


Principal
Dronacharya College of Engg.
Farrukh Nagar • 123690

Our college **Dronacharya College of Engineering Gurgaon** wants to conduct an industrial visit of our **B. Tech. [Civil Engineering]** students (Around 40 in Nos.) to your esteemed organization. This is in a bid to reinforce the theoretical concepts learnt in the class. Therefore, I request you to please arrange one day industrial visit for our students.

We confirm the visit on 30 August 2019 as per the discussion. The students will comply with the rules and regulations as prescribed by the person in charge at site. Please give your consent as early as possible.

Thanking You.

With Kind Regards and Sincerely,

Mr. Rajesh Mattoo

Head

Department of Civil Engineering.

Dronacharya College of Engineering, Gurgaon

<http://www.ggnindia.dronacharya.info/>

<https://www.facebook.com/DronacharyaGurgaon/>

https://en.wikipedia.org/wiki/Dronacharya_College_of_Engineering

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Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

From: HOD ME <hodme@ggnindia.dronacharya.info>
Sent: Thursday, March 28, 2019 10:15 AM
To: 'Sunil Bhatt/EAM/TRANSMISSION PU'
Cc: 'Dean Sir'; 'Principal Sir'; 'Soumyani Chatterjee/EAM/HR'
Subject: RE: Request for industrial visit of students at your campus
Attachments: ME-Student List for visit-Escort Group.xlsx

Dear Sir,

Please find the attached List of students as desired. **Mr. Rajesh Mattoo (+91-9650488904)** and **Mr. Prem Chand Chhokar** will be accompanying the students during the visit.

Thanking You.

With Kind Regards and Sincerely,

Vineet Kumar Mishra
Head
Department of Mechanical Engineering.
Dronacharya College of Engineering, Gurgaon
<http://www.ggnindia.dronacharya.info/>
<https://www.facebook.com/DronacharyaGurgaon/>
https://en.wikipedia.org/wiki/Dronacharya_College_of_Engineering
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From: Sunil Bhatt/EAM/TRANSMISSION PU [mailto:sunil.bhat@escorts.co.in]
Sent: Tuesday, March 26, 2019 12:53 PM
To: HOD ME
Cc: Dean Sir; Principal Sir; Soumyani Chatterjee/EAM/HR
Subject: RE: Request for industrial visit of students at your campus

Dear Mr. Mishra ,
Please send us the list of participants including the teachers ,

Regards
Sunil Bhatt

From: Soumyani Chatterjee/EAM/HR
Sent: Tuesday, March 26, 2019 12:49 PM
To: Sunil Bhatt/EAM/TRANSMISSION PU
Cc: Dean Sir; Principal Sir; HOD ME
Subject: RE: Request for industrial visit of students at your campus

Hi

I would need the names of the participants including the teachers who would be coming to visit us.

A handwritten signature in blue ink, appearing to be 'D. S.', is written over a light blue background.

Principal
Dronacharya College of Engy.
Farrukh Nagar - 123508

Soumyani Chatterjee

HR Business Partner | Operations

Escorts Agri Machinery | www.escortsagri.com

Mobile: +91-7838757968;



From: Sunil Bhatt/EAM/TRANSMISSION PU

Sent: 26 March 2019 12:29

To: HOD ME <hodme@ggnindia.dronacharya.info>; Soumyani Chatterjee/EAM/HR <soumyani.chatterjee@escorts.co.in>

Cc: Dean Sir <deanacademics@ggnindia.dronacharya.info>; Principal Sir <principal@ggnindia.dronacharya.info>; Sanjeev Kumar Mahajan/EAM/Head- Farmtrac Plant <Sanjeev.Mahajan@ESCORTS.CO.IN>

Subject: RE: Request for industrial visit of students at your campus

Dear Mr. Mishra ,

You can plan your Visit on 4th of April 2019 and report to our Farmtrac Plant @ 2:00 PM.

Dear Soumyani Ma'am,

As discussed ,Please Plan accordingly .

Regards

Sunil Bhatt

From: HOD ME [<mailto:hodme@ggnindia.dronacharya.info>]

Sent: Monday, March 25, 2019 9:55 AM

To: Sunil Bhatt/EAM/TRANSMISSION PU

Cc: Dean Sir; Principal Sir

Subject: Request for industrial visit of students at your campus

Dear Sir,

Our college **Dronacharya College of Engineering Gurgaon** wants to conduct an industrial visit of our **B. Tech. VI- Semester** students (Around 30 in Nos.) to your esteemed organization in **Escort Farm Tractors** division. This is in a bid to reinforce the theoretical concepts learnt in the class. Therefore, I request you to please arrange one day industrial visit for our students.

We would like to propose 29th March, 2019 as the probable date of visit. Please confirm the date and time for the visit and please let me know if there is any change from your side.

I will be very thankful to you.

With Kind Regards and Sincerely,

Vineet Kumar Mishra

Head

Department of Mechanical Engineering.

Dronacharya College of Engineering, Gurgaon

<http://www.ggnindia.dronacharya.info/>

A handwritten signature in blue ink, appearing to be "D. S.", is written over a horizontal line.

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

DRONACHARYA COLLEGE OF ENGINEERING

DEPARTMENT OF MECHANICAL ENGINEERING

Visit to Escorts Group (Agri Machinery Division) on 4th April, 2019

S. No	College Roll No	Student Name
1	19301	Aakarsh Singh Rawat
2	19307	Ankit
3	19313	Ankur
4	19319	Balram Chauhan
5	19323	Bhushan
6	19325	Chirag Verma
7	19329	Deepak Yadav
8	19331	Diwakar
9	19337	Harsh Vardhan
10	19339	Himanshu Gupta
11	19343	Irshad Ali
12	19346	Jayant Yadav
13	19354	Manjeet Kumar
14	19356	Mehul
15	19358	Mohit
16	19364	Navneet
17	19373	Piyush Sharma
18	19375	Prabhat
19	19382	Ravi Shankar Joshi
20	19384	Rohit
21	19386	Rohit Yadav
22	19402	Shejin Cherian
23	19410	Suraj Dakua
24	19419	Yerramilli Sai Kishore
25	19451	Aakash Verma
26	19452	Ashish Chawla
27	19453	Karan Verma
28	19455	Keshav Kumar
29	19456	Nischal Kumar
30	19457	Ronak Sharma

HOD (ME)


Principal
Dronacharya College of Engg
Farrukh Nagar - 123506

From: HOD CE <hodce@ggnindia.dronacharya.info>
Sent: Saturday, March 30, 2019 2:32 PM
To: arpit@bmggroupindia.com; ecity.timeoffice@bmggroupindia.com; rohitrohilla6079@gmail.com
Cc: Principal Sir; registrar@ggnindia.dronacharya.info; Dean Sir
Subject: Request for industrial visit of students of DCE, Gurgaon

Dear Sir,

Our college **Dronacharya College of Engineering Gurgaon** wants to conduct an industrial visit of our **B. Tech. [Civil Engineering]** students (Around 35 in Nos.) to your esteemed organization in **BMG ELEGANT CITY, Sector-26, Rewari**. This is in a bid to reinforce the theoretical concepts learnt in the class. Therefore, I request you to please arrange one day industrial visit for our students.

We confirm the visit on 1st April, 2019 as per the discussion. The students will comply with the rules and regulations as prescribed by the person in charge at site.

Thanking You.

With Kind Regards and Sincerely,

Vineet Kumar Mishra
Head
Department of Civil Engineering.
Dronacharya College of Engineering, Gurgaon
<http://www.ggnindia.dronacharya.info/>
<https://www.facebook.com/DronacharyaGurgaon/>
https://en.wikipedia.org/wiki/Dronacharya_College_of_Engineering
Ph-0124-2375502 /03 /04 /05 (Extn. 214) +91-9643830197




Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Visit to BMG Elegant City, Residential Project Site, Rewari (Haryana)

1st April 2019


ASCE, DCE Student Chapter, Dronacharya College of Engineering, Gurugram organized an industrial visit to a construction site “BMG Elegant City, Residential project site” on 1st April, 2019. 32 students of 2nd, 4th and 6th semester went for the visit.

After reaching to the site, the site engineer and other staffs took all students to the construction site and explained the construction process. The students were then taken to one of the towers of the site where they learnt various structural and finishing works of building construction. The students learnt some facets of building construction like layout of columns, concreting of beams, columns and slabs, expansion joint, gridlines, various types of tower cranes, block-work, staircase and lift pits, waterproofing of roof, finishing works including flooring, plastering etc. Students were explained about the foundation, type of foundation used, bar bending schedule and the new method adopted as self- healing concrete for the construction. They were also explained about the batch mixing plant,

Next students learnt to read various drawings like drawings of columns, foundation drawings, section drawing etc. The students were also made familiarized with various safety measures to be taken at the site while executing different kinds of works. After the students’ site visit, the students had a brief talk with the Project Manager.

The students explored many practical aspects of civil engineering and learnt many new things and enhanced their knowledge.




Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

info@dronacharya.info

From: HOD ME <hodme@ggnindia.dronacharya.info>
Sent: Tuesday, October 16, 2018 11:25 AM
To: Principal Sir; principaloffice@ggnindia.dronacharya.info
Cc: registrar@ggnindia.dronacharya.info
Subject: RE: Banner required: Industrial visit to NISE Gwal Pahari on 17/10/2018 (Tomorrow)
Attachments: Industrial Visit.pptx

Please find updated banner as required by you.

HOD (ME)

From: HOD ME [mailto:hodme@ggnindia.dronacharya.info]
Sent: Tuesday, October 16, 2018 10:59 AM
To: Principal Sir; principaloffice@ggnindia.dronacharya.info
Cc: registrar@ggnindia.dronacharya.info
Subject: Banner required: Industrial visit to NISE Gwal Pahari on 17/10/2018 (Tomorrow)

Respected Sir,

Please find the attached draft banner for industrial visit organised for 3rd Semester (ME students) on 17th October 2018 (tomorrow).

HOD (ME)

From: HOD ME [mailto:hodme@ggnindia.dronacharya.info]
Sent: Saturday, September 29, 2018 12:33 PM
To: 'rahulpachauri1988@gmail.com'
Cc: 'vikrant.nise@gmail.com'
Subject: Request for industrial visit of Mechanical Engineering students at your Campus

Dear Sir,

Our college **Dronacharya College of Engineering Gurgaon** wants to conduct an industrial visit of our **B. Tech. III- Semester** students to your esteemed organization. This is in a bid to reinforce the theoretical concepts learnt in the class. Therefore, I request you to please arrange one day industrial visit for our students.


I will be very thankful to you.

Reference: Mr. Vikrant Yadav

Thanking You.

Sincerely,

Vineet Kumar Mishra
Head
Department of Mechanical Engineering.
Dronacharya College of Engineering, Gurgaon
<http://www.ggnindia.dronacharya.info/>
<https://www.facebook.com/DronacharyaGurgaon/>
https://en.wikipedia.org/wiki/Dronacharya_College_of_Engineering
Ph-0124-2375502 /03 /04 /05 (Extn. 208) +91-9958628582


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Industrial Visit to National Institute of Solar Energy, Gurgaon

17th October 2018

IMEch Student Chapter, Dronacharya College of Engineering, Gurgaon organized an industrial visit to "National Institute of Solar Energy, Gurgaon" on 17th October 2018 for 3rd semester ME Department students. Thirty one students and 2 faculty members Mr. Abhinav Panwar and Mr. Govind Singh visited the institute.

The objective of the visit was to make the students aware about the solar energy utilisation and the mechanism used for it.

National Institute of Solar Energy(NISE), an autonomous institution of Ministry of New and Renewable (MNRE), is the apex National R&D institution in the field Solar Energy. The Government of India has converted 25-year-old Solar Energy Centre (SEC) under MNRE to an autonomous institution in September, 2013 to assist the Ministry in implementing the National Solar Mission and to coordinate research, technology and other related works

Team Dronacharya was guided by Mr. Vikrant Yadav. He told students about the institute and its various departments such as R&D, Photovoltaic module and testing lab and Solar Photovoltaic Division and Solar Thermal Division. Then the students were made aware of various mechanisms used in solar thermal division.

Mr. Vikrant Yadav described various types of solar thermal conversion units. Solar thermal conversion units of both concentrated and non-concentrated types were available there. Concentrated type units present there were of two types, parabolic and disc type. In parabolic solar thermal conversion unit the tracking around single axis takes place while in disc type tracking takes place around two axes. The tracking mechanism comprises of motors and gears. The students were also described about the materials and their importance used in the solar thermal units. The solar thermal conversion units were well understood by students with the help of direct applications present there in the department. The students were also explained the Evacuated tube collectors with the specific application in water heaters. Some more examples were also described such as the use of solar thermal conversion unit to operate ROs for Water ATMs, cold storage plants etc.

In the last the students discussed their doubts with Mr. Vikrant Yadav, which was a very interactive. The visit was knowledgeable for the students.



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Some Glimpses:



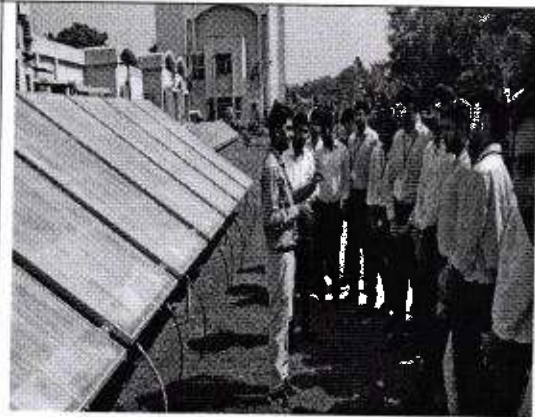
Students with faculties at college



Students with faculties at NISE



**Students and faculty members with NISE
faculty**



**Mr. Vikrant Yadav Discussing with
students**

A handwritten signature in blue ink, appearing to be "D. S. D.", written over a light blue background.

**Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506**

info@dronacharya.info

From: virender.kumarrawal@zte.com.cn
Sent: Wednesday, October 10, 2018 12:37 PM
To: megha.goel@ggnindia.dronacharya.info
Subject: Re: Industrial visit for ZTE Training Program

Dear Megha ,

Please confirm the below schedule for the visit

Sr. no.	College university	Max. No of students	Date of visit	Reporting time	Address
3	Dronacharya college of engineering , Farrukhnagar-Gurgaon	25	16.10.2018	10:30 AM	ZTE , plot 15, Sector 4 Gurgaon . (Hr)

Virender Kumar Rawal
CSC/ Service Delivery/ E& S
ZTE Telecom. India Pvt. Ltd.

Plot 15, Sector 4 , IMT Manesar , Gurugram, 122050

T: +91 124 4323000 Ext:81437 M: +91 9899824684

E: virender.kumarrawal@zte.com.cn

www.zte.com.cn

Original Mail

Sender: MeghaGoel <megha.goel@ggnindia.dronacharya.info>

To: rawalkumarvirender0082005537;

Date: 2018/09/20 13:36

Subject: Re: Industrial visit for ZTE Training Program

Respected Sir

Thank you for sending the invite for industrial visit at your esteemed organization. Dronacharya College of Engineering, Gurgaon would like to conduct the industrial visit at your premises. Number of students that can be sent from our end would be 50. The number may vary as per your accommodation and convenience. please confirm the date for the visit.

Kindly contact the undersigned for further processing.

Thanks & Regards

Megha Goel


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Associate Professor, CSE

Dronacharya College of Engineering, Gurgaon

#9811142195

From: virender.kumarrawal@zte.com.cn [mailto:virender.kumarrawal@zte.com.cn]
Sent: Friday, August 24, 2018 12:50 PM
Cc: meenu.dua3@zte.com.cn
Subject: Industrial visit for ZTE Training Program

Good morning Sir/Mam,

In continuation with the trail mail , we are forwarding on next step & invite for meet/visit at our Company premises along with your students for an Industry exposure. It is a 2~3 hours Industrial Visit cum meeting where the following agenda is to be followed.

1. Introduction about ZTE & its various training programs- 1hours approx
2. Visit- ZTE Manesar Branch. - 1~2 hours approx .
3. Proposed day of visit as per mutual discussion.

We just need number of students. Please confirm further. The Authorised person can reply on mail or contact me at 9899824684.
Kindly ignore if already communicated.

Virender Kumar Rawal
CSC/ Service Delivery/ E& S
ZTE Telecom. India Pvt. Ltd.

Plot 15, Sector 4 , IMT Manesar , Gurugram, 122050
T: +91 124 4323000 Ext:81437 M: +91 9899824684
E: virender.kumarrawal@zte.com.cn
www.zte.com.cn

Original Mail

Sender: rawalkumarvirender0082005537

To:

CC: meenudua0082005534;

Date: 2018/08/02 15:44


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Industrial visit to Aprton Solutions Pvt Ltd, Gurugram
28th July 2018

Dronacharya College of Engineering, Gurugram organized an industrial visit to “**Aprton Solutions Pvt. Ltd.**” on **28th July, 2018** at Gurugram. 50 students from CSE and CSIT Departments, along with Mr. Praveen Yadav Assistant Professor, CSE Department went for the visit.

APTRON Solutions Pvt. Ltd. is a leading organization that provides more than three hundred IT and non-IT industry standard training progressions for working professionals. The Main Agenda for this visit was to provide industry exposure to students about Python and Digital marketing.

Mr. Ashish Raj, WD Consultant, provided an in-depth knowledge about WD training, creating virtual networks. He also discussed the importance of digital marketing certifications and its importance in the day to day life.

There were sessions on Digital Marketing and Python. Mr. Raj briefly discussed **Python**. It is an interpreted high-level programming language for general-purpose programming. Next he also told students the opportunities in Digital Marketing.

Later, Mr. Kuldeep Dixit discussed the present scenario of interviews and tests in multinational companies. An interactive session was held to discuss the basics. He discussed the topics given during verbal round in jobs interview. Mr. Dixit also explained the opportunities related to WD and

The students also learnt to identify the ability of python and digital marketing. It provides constructs that enable clear programming on both small and large scales Also, Mr. Lodhi discussed how the world is making legacy and technologies work together. With the help of an example, Mr. Lodhi also explained what is python and gave a session on the basics of python coding.

In the end there was an interactive questions and answers session in which students raised some questions and their doubts about the topic. Then, the certificates were distributed to the students.

The industrial visit to Aprton Solutions Pvt. Ltd. proved to be enriching and encouraging for the students.



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506




Principal
Dronacharya College of Engrg.
Farrukh Nagar - 123506

info@dronacharya.info

From: industrialvisits@ggnindia.dronacharya.info
Sent: Friday, April 06, 2018 2:36 PM
To: seemakapur@adconsultantspro.com
Cc: principal@ggnindia.dronacharya.info; deanacademics@ggnindia.dronacharya.info; hodit@ggnindia.dronacharya.info; hodece@ggnindia.dronacharya.info
Subject: List of students_Huawei Industrial Visit On 11th April
Attachments: List of students for Industrial Visit to Huawei.xlsx

Dear Madam,

Greetings!

Please find enclosed, the list of students for the visit to Huawei.

Mr. Kamal Kandpal, Assistant Professor, EEE (Mobile No.-9997155829) will accompany the students for the visit.

Thanks & Regards


Poonam Yadav
Assistant Professor-Information Technology Department
Dronacharya College of Engineering, Gurgaon
Tele: 0124-2375502, 03, 04, 05
Email: poonam.yadav@ggnindia.dronacharya.info
<http://dronacharya.edu.in/web/poonam.yadav>




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Department of ECE and EEE
List of students for Industrial Visit to Huawei

S.No.	Roll No.	Name	Branch
1	18191	ABHA JOSHI	ECE
2	18192	ABHILASH BANERJEE	ECE
3	18194	ABHISHEK	ECE
4	18195	ABHISHEK MEHRA	ECE
5	18196	ABHISHEK ROY	ECE
6	18197	AKANKSHA	ECE
7	18198	AKANSHA RAWAT	ECE
8	18199	AKASH YADAV	ECE
9	18200	AKSHIT KOHLI	ECE
10	18201	ANAMIKA TANWAR	ECE
11	18203	ARPAN SEHRAWAT	ECE
12	18204	AYUSHI MUKHERJEE	ECE
13	18211	HIMANSHU TEWATIA	ECE
14	18212	HIMANSHU YADAV	ECE
15	18213	HIMANSHU SINGH	ECE
16	18215	KANCHAN GUSAIN	ECE
17	18216	KUNAL	ECE
18	18217	MANISH M	ECE
19	18218	MD. JAFAR AKWAL	ECE
20	18220	MOINAK SAHA	ECE
21	18224	NIDHI	ECE
22	18225	NIDHI CHAUHAN	ECE
23	18227	PANKAJ YADAV	ECE
24	18229	PRABHAT KUMAR SINGH	ECE
25	18230	PRAKASH KUMAR JHA	ECE
26	18231	PRAVEEN DESWAL	ECE
27	18234	RAVI YADAV	ECE
28	18235	ROBIN KUMAR YADAV	ECE
29	18236	ROHIT MALIK	ECE
30	18237	RUPAK KUMAR	ECE
31	18239	SACHIN	ECE
32	18240	SACHIN GARG	ECE
33	18242	SHIVANG RAJPOOT	ECE
34	18249	VISHAL SINGH CHAUHAN	ECE
35	18250	TARUN KUMAR	ECE
36	18251	VIKAS RATHEE	ECE
37	19181	AMAN RAWAT	ECE
38	19183	ANUPAM PATNAIK	ECE
39	19187	AVINASH KUMAR	ECE
40	19190	DAKSH SHARMA	ECE
41	19194	DHRUV NANDA	ECE
42	19196	DIKSHANT NEGI	ECE
43	19198	DIVYANSHU DUBEY	ECE
44	19202	HIMANSHU SHARMA	ECE
45	19204	INDERDEEP SINGH SIDHU	ECE
46	19206	JATIN BHARDWAJ	ECE
47	19212	MOHD FAIZAN	ECE
48	19232	UJJIWAL KUMAR	ECE
49	19252	KARAN AHUJA	ECE
50	19253	VINEET SHARMA	ECE


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From: Seema Kapur <seemakapur@adconsultantspro.com>
Sent: Monday, March 26, 2018 3:39 PM
To: industrialvisits@ggnindia.dronacharya.info; registrar@ggnindia.dronacharya.info
Cc: principal@ggnindia.dronacharya.info; deanacademics@ggnindia.dronacharya.info;
hodit@ggnindia.dronacharya.info; rajesh dubey
Subject: Re: Huawei Industrial Visit On 11th April

Dear Ma'am,

Reference telecon with you today, Industrial Visit on 11th April at 11am to Huawei Network Academy is confirmed.

Please send the list of EC & EEE students along with the contact details of faculty for Lab entry.

Thanks & Regards
Seema Kapur
Sales & Marketing Head
A D Consultants
Mobile # 8130732800

On Thu, Mar 22, 2018 at 3:20 PM, Seema Kapur <seemakapur@adconsultantspro.com> wrote:
Dear Ma'am,

Sorry, there is no time slot left on 28th Mar for the visit.
The earliest date on which the visit is possible is on 9th April. For that also we need the confirmation asap.

Thanks & Regards
Seema Kapur
Sales & Marketing Head
A D Consultants
Mobile # 8130732800


On Thu, Mar 22, 2018 at 2:09 PM, Industrialvisits@ggnindia.dronacharya.info
<industrialvisits@ggnindia.dronacharya.info> wrote:

Respected Ma'am,

Greetings!

As discussed telephonically, we would like to propose **28th March, 2018** as the probable date of visit, if deem suitable so that necessary admin arrangements can be planned, accordingly.

Waiting for a positive response.


Principal
Dronacharya College of Engg.
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Industrial Visit to Huawei Telecommunications

11th April 2018

IEEE Student Chapter, Dronacharya College of Engineering, Gurgaon organized an industrial visit to Huawei Telecommunications India Pvt. Ltd on 11th April 2018, 52 students from ECE Department (4th and 6th semester) along with faculty member Mr. Kamal Kandpal visited the industry.

The main objective of the industrial visit was to introduce students with various advances in telecom industry.

Col. R S Dubey, Senior Engineer, explained ICT and Telecom Industry is on a cross road facing different set of challenges that stem from ever challenging technology trends and customer expectations. The convergence of applications, devices, networks and content in the new-age information super highway has become the next path-breaking move in core mass-market technology providing single connectivity and integrated user experience.


Col. R S Dubey discussed 4G Technology. 4G refers to the Fourth Generation of cellular wireless standards in telecommunications that will succeed its predecessors 3G 2G. It is a high-speed broadband wireless network that offered comprehensive & secure all IP based services. It focuses on cellular system with extremely high data rates & the concept of seamless technology in all wireless systems. Carriers that are using OFDM (Orthogonal Frequency-Division Multiplexing) as an alternative to TDMA and CDMA are promoting their services as 4G even though their data rates are not high according to the ITU.

He also explained 4GPP LTE technology. 4G LTE Advanced is not a new technology but rather an enhancement to the existing LTE standard by using multiplexing and additional spectrum range to achieve the speeds required for 4G; whilst help for system capacity usage is dealt with by co-ordinated multi point transmissions.

He make student understand HCIG and HIT certification for ICT. It includes Core Network (CS, PS, IMS) Transmission Network, IP- Data Communication Network, Cloud Computing Fundamentals, Wireless Broadband Access (MBB/ LTE/ WIFI) With engineers who are complete HCIG certified, companies are able to construct simple networks and integrate voice, wireless, cloud, security, and storage technologies into their networks in order to support a variety of applications.

At the end of the session students visited the Huawei Lab along with Col RS Dubey.

The visit was informative and useful to the students as they learnt various advance networking concepts.

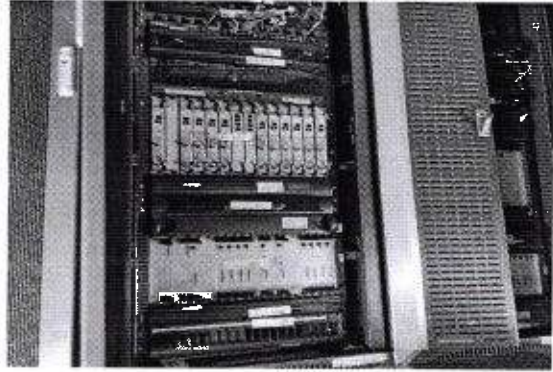

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Principal
Dronacharya College of Engg.
Farukh Nagar - 122004

Training Venue Photograph



Labs equipped with Communication back-end devices



Col RS Dubey during the lab session

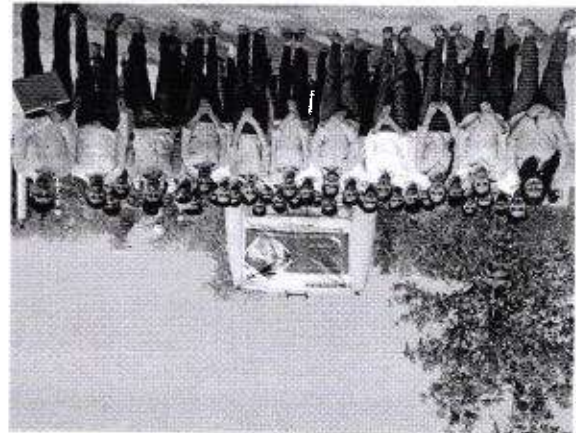
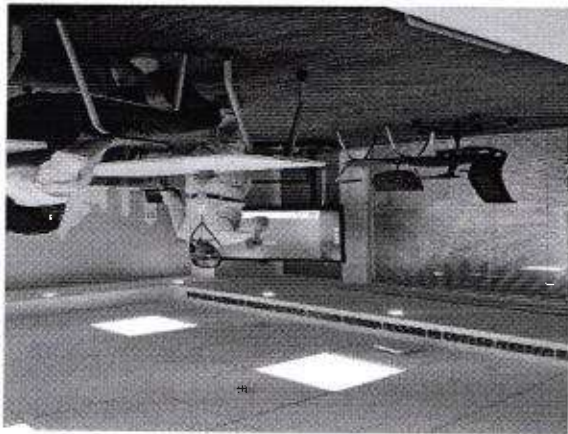


Col RS Dubey, Discussing with Students

Col RS Dubey, Discussing with Students



Group Photograph



info@dronacharya.info

From: industrialvisits@ggnindia.dronacharya.info
Sent: Thursday, March 08, 2018 2:51 PM
To: registrar@ggnindia.dronacharya.info
Cc: principal@ggnindia.dronacharya.info; deanacademics@ggnindia.dronacharya.info; hodit@ggnindia.dronacharya.info
Subject: Requirement of Bus for Industrial Visit (9 March 2018)

Respected Sir,

Greetings!

This is in reference to the trailing mail regarding the Industrial Visit to “**Indiabulls Commercial Project**” to be held on **9th March 2018**.

You are requested to kindly arrange a bus for the visit that will depart at 9.00 am sharp in the morning from the college.

Company's Address:

Indiabulls Commercial Project
Sector 109, Dwarka Expressway,
Gurugram, Haryana

From: HOD CE [mailto:hodce@ggnindia.dronacharya.info]
Sent: Thursday, March 8, 2018 10:15 AM
To: Principal Sir
Cc: principaloffice@ggnindia.dronacharya.info; industrialvisits@ggnindia.dronacharya.info
Subject: Industrial Visit Banner

Respected Sir,

Please find the banner for the industrial visit of IV and VI semester Civil Engineering students to **Indiabulls Commercial Project**, attached herewith the mail.

Thanking You.

With Kind Regards and Sincerely,

Vineet Kumar Mishra
Head
Department of Civil Engineering.
Dronacharya College of Engineering, Gurgaon
<http://www.ggnindia.dronacharya.info/>
<https://www.facebook.com/DronacharyaGurgaon/>
https://en.wikipedia.org/wiki/Dronacharya_College_of_Engineering
Ph-0124-2375502 /03 /04 /05 (Extn. 214) +91-8851563144



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Industrial Visit to Indiabulls Commercial Project 9th March 2018

ASCE Student Chapter, Dronacharya College of Engineering, Gurgaon organized an industrial visit to construction site “Indiabulls commercial project” in Dwarka Expressway on 9th March 2018. 52 students from IV and VI semesters, Civil Engineering Department along with Mr. Gaurav Thakur (Assistant Professor, CE Department) went for the visit.

The main objective of the visit was to provide students various practical aspects of civil engineering.

The project named “Indiabulls One 09” is a commercial project in Dwarka Expressway. It is designed to offer everything from anchor stores, to hypermarket, high street retail shops, multiplexes, restaurants, food court, pubs and lounges, entertainment zone, fitness club and office spaces for rent in Gurgaon.

Project Manager of the site welcomed the students and accompanied them to the site and every student was provided with safety helmets. The site staff took the students for the site visit. Firstly, the students were taken to the RMC (Ready Mixed Concrete) plant where the students were explained the working of the plant. The students also cleared their doubts. The students were then taken to the Quality Control Lab where they learnt various tests conducted on building materials.

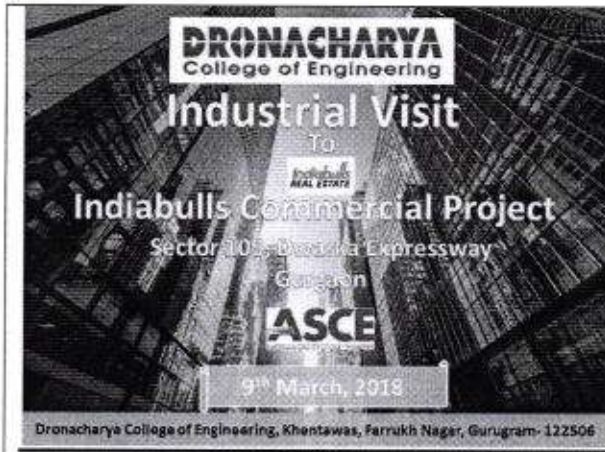
The students were then taken to the one of the towers of the site where they learnt the various structural and finishing works of building construction. The students learnt the various facets of building construction like layout of columns, concreting of beams, columns and slabs, expansion joint, gridlines, various types of tower cranes, blockwork, staircase and lift pits, waterproofing of roof, learnt about doors and windows, finishing works including flooring, plastering etc. They also learnt to read various drawings like coordinate drawings of columns, foundation drawings etc. The students were made also familiarized with various safety measures to be taken at the site while executing different kinds of works.

Overall it was a very good experience for the students as they learnt many new things and enhanced their knowledge.

Some Glimpses :



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Dronacharya College of Engg
Farrukh Nagar - 123506




Principal
Dronacharya College of Engg.
Farrukh Nagar • 122506

From: - - <sangeeta.singla@ggnindia.dronacharya.info>
Sent: Wednesday, February 07, 2018 12:03 PM
To: Industrialvisits@ggnindia.dronacharya.info
Cc: hodapplied@ggnindia.dronacharya.info; hodit@ggnindia.dronacharya.info
Subject: Fwd: Re: List of students for the visit to Network Bulls for 9th February 2018.
Attachments: CSE 2 List.xlsx

----- Original Message -----

From: - - <sangeeta.singla@ggnindia.dronacharya.info>
To: "Industrialvisits@ggnindia.dronacharya.info"
<industrialvisits@ggnindia.dronacharya.info>
Cc: hodapplied@ggnindia.dronacharya.info, hodit@ggnindia.dronacharya.info
Date: February 7, 2018 at 1:22 AM
Subject: Re: List of students for the visit to Network Bulls for 9th February 2018.

Dear Ma'am

Thank you for arranging visit to **Network Bulls** on **9th February 2018** for **CSE students**. Please find enclosed the list of students(CSE-II) for the visit. The faculty accompanying will be Ms. Pooja Jain.

Regards

Dr. Sangeeta Singla

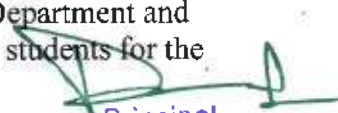
On February 7, 2018 at 12:48 AM
"Industrialvisits@ggnindia.dronacharya.info"
<industrialvisits@ggnindia.dronacharya.info> wrote:

Respected Ma'am,

Greetings!

Please find below the confirmation regarding the Industrial Visit to **Network Bulls** for **9th February 2018**.

You are requested to kindly share the list of students of CSE Department and nominate 1 faculty coordinator who will be accompanying the students for the visit.


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Dronacharya College of Engg.
Farrukh Nagar - 123508

Thanks & Regards

Dronacharya College of Engineering

CSE-2 (II Sem)

Session (Jan - Jun 2018)

S. No.	College Roll No.	Student Name
1	20006	Abhit
2	20007	Aishwarya Dixit
3	20014	Ankit Kumar
4	20025	Ayush Kumar
5	20028	Bhumika Yadav
6	20031	Cheshta
7	20036	Deep Khurana
8	20039	Deepak Verma
9	20043	Deepanshu
10	20044	Deepanshu
11	20049	Diksha Taneja
12	20055	Gitesh Kumar
13	20058	Gunjan Yadav
14	20063	Harshita Pahuja
15	20065	Hemant Singla
16	20069	Shweta Kumari
17	20072	Jai Bhatia
18	20074	Jatin Garg
19	20076	Jayant Shivam
20	20077	Satyam Singh Tomar
21	20080	Kashish Mittal
22	20082	Kriti Chopra
23	20083	Kunal Yadav
24	20086	Lakshya Antil
25	20096	Nikhil Kumar Y
26	20097	Nikhil Sethi
27	20099	Nikita Agarwal
28	20108	Poorva Pandey
29	20109	Rahul Yadav
30	20111	Rajat Shakya
31	20118	Robin
32	20119	Ruby Yadav
33	20122	Sagar
34	20125	Sahil
35	20129	Saransh Adlakha
36	20140	Shubham Kumar


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37	20141	Shubham Mishra
38	20150	Sushant
39	20154	Tanya Kalra
40	20156	Vaibhav Kathuria
41	20157	Vaibhav Manni
42	20158	Vikas Kumar
43	20162	Vinayak Gandhi
44	20171	Yash Chauhan
45	20174	Yogesh Yadav

HOD
APS&H


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Industrial Visit to Network Bulls, Gurugram

9th February, 2018

CSI Student Chapter, Dronacharya College of Engineering, Gurugram had organized an industrial visit to Network Bulls, Gurugram on 9th February 2018 for the students of APS Department. Mrs. Pooja Jain along with 54 students visited Network Bulls.

The main objective of the visit was to make students aware of the latest technologies in the field of networking.

Mr. Aditya Srivastava and Mr. Siddharth, Network Consultant welcomed the students and gave the overview of the company. The company deals with the networking and also provides CISCO certified courses. The visit was scheduled with a two hour lecture followed by an hour of practical session, where the students had to use their skills about networking.

The first lecture was delivered by Mr. Aditya Srivastava, explaining the students about the concept of ports, IP address and MAC address. He took them into the world of switches and routers. He discussed, how basic networking takes place, the range of LAN, WAN and MAN. The importance of security in networking was explained through a detailed session on encryption and coding. The students were taught the adaptation of the HTTPS for secured communication over a computer network. The principal motivation for HTTPS is authentication of the accused website and protection of the privacy and integrity of exchanging data. He told students the significance of the course in networking and how it is helpful for their future.

Next lecture was with Mr. Siddharth. He took lecture on OSI layers and how each layer is used in networking. He gave students real life examples on networking and how these networks affect normal life. He gave the example of Reliance JIO and how it works. Along with the OSI model, he explained the importance of networking security, CISCO, CCIE, CCNA, CCNP and their scope. Later students were informed how networking as a career option escalates their chances for getting a good packaged job in the IT industry.

The last session was the practical session where the students made some networks by using Cisco's simulator and understood the concepts of router, switch and computer networking.

It was an informative visit as students got practical exposure via Real Cisco devices and fully equipped labs.



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Some Glimpses of the visit:



Mr. Siddhartha discussing about OSI layers



Mr. Aditya Srivastava explaining about Cisco online courses during the practical session



Students attending the lab session



Mrs, Pooja Jain receiving the certificate of coordination

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Dronacharya College of Engineering

Mechanical Engineering (II Sem)

Session (Jan - Jun 2018)

S. No.	College Roll No.	Student Name
1	20301	Abhishek Mogha
2	20302	Akash Thakur
3	20304	Aman Saini
4	20305	Amit
5	20307	Ankit Panchal
6	20308	Ankit Yadav
7	20310	Ankush Arora
8	20311	Anshika Yadav
9	20312	Ansil Vats
10	20313	Ashish Pal
11	20314	Ashish Sharma
12	20315	Ashok Kumar
13	20316	Atul Kumar
14	20317	Bhanupratap
15	20318	Deepak
16	20319	Deepak Kumar
17	20320	Deepak Kumar
18	20322	Deepak Kumar Rai
19	20323	Deepanshu Yadav
20	20324	Devansh
21	20326	Guramrit Singh
22	20328	Hinesh
23	20329	Jagrit Gakhar
24	20331	Kshitij Kumar
25	20332	Kunal Kumar
26	20334	Lakshay Mangla
27	20335	Naveen Verma
28	20336	Nitesh Kumar
29	20337	Neeraj Singh Ahlawat
30	20338	Parveen Kinha
31	20339	Pradumn Kumar Tiwari
32	20340	Naval Yadav
33	20341	Rajat Gupta
34	20342	Rajiv
35	20343	Rishik Singh
36	20344	Rohan Yadav


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37	20345	Ronil Khatri
38	20346	Navdeep Rajput
39	20347	S.Vignesh
40	20348	Sachin Yadav
41	20349	Sachin
42	20351	Sahil Goyal
43	20352	Sahil Janghu
44	20354	Ovais Qayoom
45	20355	Sahil Yadav
46	20356	Sarthak Singh
47	20357	Shivanshu Singh Chauhan
48	20358	Shubham Kutlehria
49	20359	Siddharth Sharma
50	20361	Ujjawal
51	20362	Varun Sharma
52	20363	Vikas Kataria
53	20365	Vikas Sharma
54	20367	Vishal
55	20368	Vishal Dhankhar
56	20370	Yognath R

HOD
APS&H



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

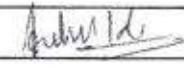


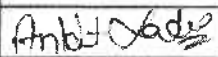

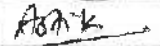
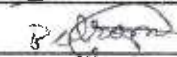
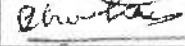
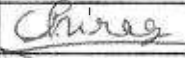
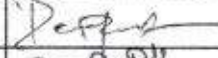


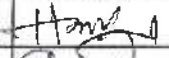
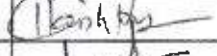
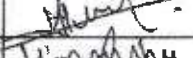
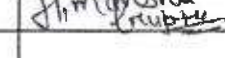
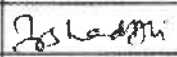
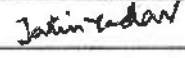
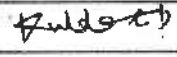
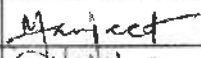
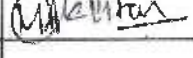
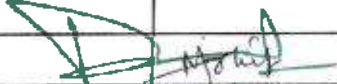
Dronacharya College of Engineering
Khentawas, Farrukh Nagar

Mechanical Engineering

Session (Jan - Jun, 2018)

Semester- IV

VISIT TO AUTO EXPO, NEW DELHI (9-2-2018)

S. No.	College Roll No.	Student Name	SIGNATURE
1	19301	Aakarsh Singh Rawat	
2	19303	Abhishek Kataria	
3	19305	Abhishek Kumar	
4	19307	Ankit	
5	19309	Ankit Kumar	
6	19311	Ankit Yadav	
7	19313	Ankur	
8	19317	Astik Sharma	
9	19319	Balram Chauhan	
10	19323	Bhushan	
11	19325	Chirag Verma	
12	19327	Deepak Tehlan	
13	19329	Deepak Yadav	
14	19331	Diwakar	
15	19333	Gaurav Mudgal	
16	19335	Harkesh Yadav	
17	19337	Harsh Vardhan	
18	19338	Hemant Yadav	
19	19339	Himanshu Gupta	
20	19341	Himanshu Parashar	
21	19343	Irshad Ali	
22	19345	Jatin Yadav	
23	19346	Jayant Yadav	
24	19347	Kamal Kumar	
25	19350	Kuldeep Yadav	
26	19354	Manjeet Kumar	
27	19355	Mansoor Akhtar	
28	19356	Mehul	
29	19357	Mohit	

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

S. No.	College Roll No.	Student Name	SIGNATURE
30	19358	Mohit	Mohit
31	19359	Mohit Yadav	Mohit
32	19361	Navdeep Kaushik (Navdeep)	Navdeep
33	19362	Naveen Malik	Naveen
34	19364	Navneet	Navneet
35	19368	Pankaj	Pankaj
36	19370	Pankaj Yadav	Pankaj
37	19371	Parveen Kumar	
38	19373	Piyush Sharma	Piyush
39	19375	Prabhat	Prabhat
40	19377	Rahul Pinghal	Rahul
41	19379	Rahul Yadav	Rahul
42	19380	Ravi Kumar	Ravi
43	19382	Ravi Shankar Joshi	Ravi
44	19384	Rohit	
45	19386	Rohit Yadav	Rohit Yadav
46	19388	Sachin Kumar	Sachin
47	19390	Sachin Yadav	Sachin
48	19392	Sahil	Sahil
49	19398	Saurabh Kr Yadav	Saurabh Kr
50	19400	Saurav	Saurav
51	19402	Shejin Cherian	Shejin
52	19404	Shivam Saini	Shivam
53	19406	Shubham Shukla	Shubham
54	19410	Suraj Dakua	Suraj Dakua
55	19415	Vikas Kumar	Vikas
56	19417	Vikrant Yadav	Vikrant
57	19419	Yerramilli Sai Kishore	Yerramilli Sai Kishore
58	19421	Abhishek Singh	
59	19451	Aakash Verma	Aakash Verma
60	19452	Ashish Chawla	Ashish
61	19453	Karan Verma	Karan
62	19454	Karandeep Singh	Karandeep
63	19455	Keshav Kumar	Keshav
64	19456	Nischal Kumar	Nischal
65	19457	Ronak Sharma	Ronak
66	19458	Sanjeev	Sanjeev

Dronacharya College of Engineering
Khentawas, Farrukh Nagar
 Mechanical Engineering

Session (Jan - Jun, 2018)

Semester- VI (ME-I)		VISIT TO AUTO EXPO, NEW DELHI (9-2-2018)	
S. No.	College Roll No.	Student Name	SIGNATURE
1	17413	MUKESH VERMA	
2	18320	AKSHAY KUMAR	Akshay
3	18321	AMAN	Amn
4	18322	AMIT	Amit
5	18324	AMIT KUMAR	Amit
6	18326	ANAND YADAV	Anand
7	18329	ASAD ULLAH	Asad
8	18331	ASHISH CHAUHAN	Ashish
9	18334	AMARDEEP SINGH	
10	18335	AKASH VERMA	Aakash
11	18339	BHISHAM BHARDWAJ	Bhisham
12	18345	DHEERAJ YADAV	Dheeraj
13	18346	DIPENDER GAHLAUT	Dipender
14	18351	GAURAV SHARMA	Gaurav
15	18354	GURVINDER RANA	Gurvinder
16	18355	GULSHAN	Gulshan
17	18363	KAPIL RAIPAL	Kapil
18	18368	LOVENEESH KUMAR	Loveneesh
19	18372	MANISH KUMAR	Manish
20	18373	MOHIT VASHIST	Mohit
21	18374	MD. WAQUAS HASSAN	Waquas
22	18379	NAMAN MEHTA	Naman
23	18389	PANKAJ BHARDWAJ	Pankaj
24	18391	RAHUL MOYAL	Rahul
25	18393	RAHUL SEHRAWAT	Rahul
26	18399	ROBIN	Robin
27	18402	ROMIN SAINI	Romin
28	18403	RUDRA KUMAR TRIPATHI	Rudra
29	18404	RAVI	Ravi
30	18407	SAHIL GROVER	Sahil
31	18408	SAHIL SAINI	Sahil Saini
32	18411	SANCHIT GOUR	Sanchit
33	18412	SANJAY KUMAR	Sanjay
34	18416	SHUBHAM SINGH RATHOD	Shubham
35	18418	SHUBHAM KUMAR	Shubham
36	18419	SHUBHANKAR MALHAN	
37	18425	UTKARSH PALLAV	
38	18427	VADADA DILEEP CHAND	
39	18434	VIVEK PANT	Vivek Pant
40	18454	MEHAK SINGHAL	
41	18456	GULSHAN MALHOTRA	


 Principal
 Dronacharya College of Engg.
 Farrukh Nagar - 128604

Industrial Visit to Auto Expo Component

9th -10th February 2018

SAE Student Chapter, Dronacharya College of Engineering, Gurgaon organized an industrial visit to Auto Expo Component 2018 at India Expo Mart Pragati Maidan New Delhi on 9th- 10th February 2018. 1st, 2nd and 3rd year M.E Department students along with Mr. Abhi Bansal (Assistant Professor, ME Department) visited the expo.

The Auto Expo show was jointly organized by Automotive Component Manufacturers Association of India (ACMA), Confederation of Indian Industry (CII) and Society of Indian Automobile Manufacturers (SIAM). The focus of the event was "Automotive Technologies that Drive the World". A special emphasis was put on technological innovations, efficient manufacturing and logistics.

The Show exhibited from 850 domestic and 350 international participants, along with 7 country pavilions from the UK, Canada, Taiwan, Japan, China, Indonesia and South Korea.

During the visit group visited the stall of auto manufacturer components companies. At the different stalls the students got information about the latest technology that is incorporated in the newly developed vehicles. The great attraction of the Auto expo was the hybrid technology.

Overall it was a fascinating experience and the visit helped the students to know the technical aspects of the big manufacturing firms.




Principal
Dronacharya College of Engg.
Farrukh Nagar - 122606



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123606

info@dronacharya.info

From: Rajesh Mattoo <rajesh.mattoo@ggnindia.dronacharya.info>
Sent: Monday, February 05, 2018 12:47 PM
To: principal@ggnindia.dronacharya.info
Cc: istehead@ggnindia.dronacharya.info; hodit@ggnindia.dronacharya.info;
hodme@ggnindia.dronacharya.info; deanacademics@ggnindia.dronacharya.info
Subject: Re-Schedule of Industrial Visit to AMTEK AUTO LIMITED on Wednesday dated 07-02-2018.
Attachments: VISIT 001.jpg; VISIT 2 001.jpg

Respected Sir,

Today on receiving the Telephonic call from Mr. Vipin Yadav, Sr. Executive-HR, the Industrial visit going tomorrow dated 06-02-2018 to AMTEK Auto Ltd., Gurgaon plant has been postponed and scheduled on Wednesday dated 07-02-2018 at 10:00am (Sharp).

Thanks & Regards

Rajesh Mattoo

Associate Professor

Department of Mechanical Engineering

9650488904

----- Original Message -----

From: Rajesh Mattoo <rajesh.mattoo@ggnindia.dronacharya.info>
To: principal@ggnindia.dronacharya.info
Cc: istehead@ggnindia.dronacharya.info, hodit@ggnindia.dronacharya.info,
hodme@ggnindia.dronacharya.info, deanacademics@ggnindia.dronacharya.info
Date: February 5, 2018 at 10:07 AM
Subject: List of students for AMTEK AUTO LIMITED Industrial Visit

Respected Sir,

Please find the attached list of students for the Industrial visit going tomorrow dated 06-02-2018 to AMTEK Auto Ltd., Gurgaon plant.

Along with the students our Faculty Mr. Abhi Bansal (Assistant Professor) and Mr. Govind Singh (Lab Instructor) will be coordinating the visit.

Address of the Plant for visit:

AMTEK AUTO LTD.


ACE COMPLEX

SIDE-I

MALPURA, DARUHERA

NEAR BEST TECH TOWER (left hand side)

OPPOSITE-HIMANSHU RAO HOTEL


Principal
Dronacharya College of Engg
Farrukh Nagar - 123506

DRONACHARYA COLLEGE OF ENGINEERING

Department of Mechanical Engineering

Session (Jan- June 2018)

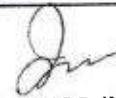
Semester: VI-II

Attendance

S. No.	College Roll No.	Student Name	Industrial Visit to AMTEK Auto LTD. on 06/02/2018	
			Contact No.	Signature
1	18318	AJAY YADAV	9818076197	Ajay
2	18319	AKSHAY	8930656409	Akshay
3	18323	AMIT KUMAR	8310840825	Amit
4	18325	ANKIT CHAUDHARY	7557547772	Ankit
5	18327	ANKIT SHARMA	7838413995	Ankit
6	18328	ANUBHAV JHA	8076041220	Anubhav
7	18330	ASHISH GULIA	8447270040	Ashish
8	18332	ASHISH GILL		
9	18333	ATUL	9813369452	Atul
10	18343	DEEPAK KUMAR	9873812226	Deepak
11	18344	DEEPANSHU		
12	18347	DIVESH GULIA	9717520676	Divesh
13	18349	FAHAD AKHTAR	9716655929	Fahad Akhtar
14	18350	GAURAV	990693441	Gaurav
15	18352	GAURAV YADAV	9466664081	Gaurav
16	18357	GUNJAN YADAV	9821683626	Gunjan
17	18358	HARSH BANSAL	8527338018	Harsh
18	18364	KESHAV	8221873177	Keshav
19	18367	LAKSHYA YADAV	9910415568	Lakshya
20	18371	MANDEEP	9059466372	Mandeep
21	18379	NAMAN MEHTA	9716954202	Naman
22	18385	NITESH RANA	9818444785	Nitesh
23	18386	NITIN KUMAR	9654029527	Nitin K
24	18387	NITIN KUMAR	9891596272	Nitin
25	18392	RAHUL RAJPUT	9990543631	Rahul

Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

S. No.	College Roll No.	Student Name	Industrial Visit to AMTEK Auto LTD. on 06/02/2018	
			Contact No.	Signature
26	18394	RAHUL SHARMA	8683086966	Rahul
27	18395	RAHUL SINGH	7919122084	Rahul
28	18397	RAJAT	8980963254	Rajat
29	18400	RISHAV YADAV	9990005132	Rishav
30	18401	ROHAN MAKKAR	999596694	Roh
31	18413	SHAILESH	8010127909	Shailesh
32	18415	SHRI KRISHAN	9896069186	Shri Krishan
33	18417	SHUBHAM GAUTAM	8750446001	Shubham
34	18422	SUKHBIR SINGH	7027107998	Sukhbir
35	18425	UTKARSH PALLAV	0971739987	Utkarsh
36	18427	VADADA DILEEP CHAND	←	←
37	18428	VIKRANT	8826202638	Vikrant
38	18429	VIPIN YADAV	9999749036	Vipin
39	18430	VISHAL YADAV	9953485342	Vishal
40	18432	VIVEK KADIYAN	9560394077	Vivek
41	18437	YOGESH MAHLAWAT	7838998382	Yogesh
42	18452	ASHUTOSH KHANTWAL	9718700376	Ashutosh
43	18453	LAKSHAY KUMAR	8800979466	Lakshay



HOD (ME)


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Industrial Visit to AMTEK Auto Pvt. Ltd. Gurgaon

7th February 2018

ISTE Student Chapter, Dronacharya College of Engineering, Gurgaon organized an industrial visit to AMTEK Auto Pvt. Ltd. on 7th February 2018. VI semester Mechanical Department students along with faculty member Mr. Abhi Bansal visited the company.

The main objective of the visit was to show the various processes involved in designing and manufacturing of various components for two wheelers and four wheelers automobiles

The Amtek Group, headquartered in India, is one of the largest integrated component manufacturers in India with a strong global presence. It has also become one of the world's largest global forging and integrated machining companies. The Group has operations across Forging, Iron and Aluminum Casting, Machining and Sub-Assemblies. It has world-class facilities across India, Japan, Thailand, Germany, Hungary, Italy, Romania, UK, Brazil, Mexico and US. The Amtek Group is comprised of corporate entities Amtek Auto, JMT Auto, Amtek Global Technologies and other subsidiaries and associates. With the infrastructure and technology platform developed over 25 years, the Group is well positioned in the Indian Auto and Non-Auto component markets.

The team Dronacharya was welcomed by company official. The day began with a company presentation highlighted the achievements of the company. Then the students were divided into two groups and were taken to view the various product manufactured in the company. The major categories of components manufactured are Connecting Rod Assemblies, Flywheel Ring Gears and Assembly, Steering Knuckles Suspension and Steering, Arms CV joints Crankshaft Assemblies and Torque Links.

It was a great experience for the students as they saw forging and casting process used for the automobile components and heavy machine and technologies used in the industry.



Principal
Dronacharya College of Engg.,
Farrukh Nagar - 123506




Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

info@dronacharya.info

From: hodapplied@ggnindia.dronacharya.info
Sent: Wednesday, January 10, 2018 11:47 AM
To: 'Sanjaya Behera'
Cc: principal@ggnindia.dronacharya.info; 'Dr. Sri Krishan Yadav'; hodit@ggnindia.dronacharya.info; 'Industrialvisits@ggnindia.dronacharya.info'; sangeeta.singla@ggnindia.dronacharya.info
Subject: RE: Plant visit of Students

Respected Sir,

Greetings!

Thanks for the consideration. Our students would be visiting your plant on 19 January 2018 (Friday) and the time of reaching would be approximately between 10-10:30am. Kindly consider this as a confirmation from our side.

Regards,

Sanghamitra V. Arora
Head of Department
Department of Applied Sciences & Humanities
Dronacharya College of Engineering, Gurgaon
www.ggnindia.dronacharya.info
Ph: 0124-2375503/4
Mob: 9953183821



From: Sanjaya Behera [mailto:sanjaya.behera@sonagroup.com]
Sent: Wednesday, January 10, 2018 11:14 AM
To: hodapplied@ggnindia.dronacharya.info
Subject: Plant visit of Students


Dear Ma'm,

This is further to our discussion on the subject. We are pleased to inform you that your student can visit our plant either on 19th or 20th January 2017. The plant visit will take minimum 2 hours. Please inform us the time of your arrival in our premises. Accordingly we will arrange the plant visit.

With Regards,

Sanjaya Kumar Behera
Plant HR Head
Sona Koyo Steering Systems Ltd.
38/6, N.H.-8, Delhi-Jaipur Highway.
Gurugram

DISCLAIMER: All emails are governed by our Email Policy available on our web site <http://sonagroup.com>
----- Sona Group, India


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

INDUSTRIAL VISIT TO SONA KOYO STEERING SYSTEMS LTD.

19, January, 2018

SAE India Student Chapter, Dronacharya College of Engineering, Gurugram organized an industrial visit to Sona Koyo Steering Systems Ltd. for the 1st year Mechanical Engineering students. Fifty-six students along with Dr. Jyoti Anand, Faculty Coordinator, visited the company.

Sona Koyo Steering Systems Ltd. is the group's flagship company, and the largest manufacturer of steering systems in India, catering to passenger cars, utility vehicles and light commercial vehicles established in 1985. Sona Koyo has technical and financial collaboration with JTEKT Corporation, Japan (formally known as Koyo Seiko Co. Ltd.), the largest producer of passenger vehicles' steering systems in the world.

Sona Koyo's customers include major vehicle manufactures in India such as Maruti Suzuki, Toyota, Hyundai, Tata Motors, Mahindra & Mahindra, General Motors and Ford.

The students were welcomed by Retired Col. Dharampal Dhaiya. He introduced students to other management staff members and gave some important set of rules which is to be followed during the visit.

All the students were divided in two separate groups for the visit in plants of Sona Koyo Steering Systems Ltd.

The students were explained parts of steering systems and their manufacturing. The students have seen different materials and machines in the manufacturing industry. They had a great experience while learning from different technical terminologies, machine working, industrial workload and time management.

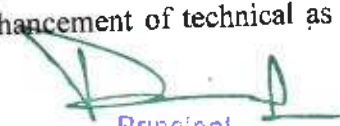
There were four plants in Sona Koyo Steering Systems Ltd. followed by three storage units.

The basic functionalities in the industry were in U form (means initial point and the final output points were parallel to each other and all other assembly was in U shape). Using this type of formation helps the workers in performing actions step by step.

There were different automated machines, conveyor belts used in the plant 1. Next students were guided to the plant 2 for description of the pre-process done on raw material. The second plant focuses on pre-heating the raw material for further manufacturing processes.

Each and every concept and technical terms were explained in detail. The students also liked the interaction with the industry's staff members. They shared all the beneficial information about the day to day problems they faced during manufacturing. The third and fourth plants were basically for cleaning and packaging of the outputs.

The visit provided the students a salubrious opportunity for their enhancement of technical as well as conceptual skills.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506




Principal
Dronacharya College of Engg.
Farrukh Nagar - 122609 PAGE 1

info@dronacharya.info

From: industrialvisits@ggnindia.dronacharya.info
Sent: Wednesday, November 15, 2017 2:38 PM
To: registrar@ggnindia.dronacharya.info
Cc: principal@ggnindia.dronacharya.info; deanacademics@ggnindia.dronacharya.info;
hodit@ggnindia.dronacharya.info; hodme@ggnindia.dronacharya.info;
Manishkumar.mishra@ggnindia.dronacharya.info
Subject: Requirement of Bus for Industrial Visit (16 November 2017)
Attachments: List of students Carrier industrial visit.xlsx

Respected Sir,

Greetings!

This is in reference to the trailing mail regarding the Industrial Visit to "Carrier Air Conditioning & Refrigeration Ltd." be held on 16th November 2017.

You are requested to kindly arrange a bus for the visit that will depart at 9.00 am from the college.

The student list is also attached for your kind reference.

Company's Address:

Carrier Air Conditioning & Refrigeration Ltd.
49, Raas Vihar Complex, NH -8 Narsinghpur
P.O., Kherki Daula, Sector 84,
Gurugram, Haryana 122004

Thanks & Regards

Poonam Yadav
Industrial Visit Head-Dronacharya College of Engineering, Gurgaon
Tele: 0124-2375502, 03, 04, 05
Email: poonam.yadav@ggnindia.dronacharya.info
<http://dronacharya.edu.in/web/poonam.yadav>



From: hodme@ggnindia.dronacharya.info [mailto:hodme@ggnindia.dronacharya.info]
Sent: Wednesday, November 15, 2017 2:11 PM
To: 'Hejib, Venkatesh UTC CCS'; 'Mathur, Anuman UTC CCS'
Cc: 'Aggarwal, Sanjay UTC CCS'; Industrialvisits@ggnindia.dronacharya.info;
principaloffice@ggnindia.dronacharya.info; manishkumar.mishra@ggnindia.dronacharya.info
Subject: RE: [External] FW: Request for industrial visit of students at your campus

Respected Sir,

This email is to confirm and remind you for the visit to be scheduled on 16th November 2017 with a strength of 30 students and 01 faculty (Mr. Vijay Raj Pilonia). The bus will reach at your company gate at 10:30 am.

Farrukh Nagar - 123506

28	20311	Anshika Yadav	
29	20329	Jagrit Gakhar	
30	20349	Sachin	



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Dronacharya College of Engineering, Farrukhnagar, Gurgaon
Department Of Mechanical Engineering
Industrial Visit

Carrier Air Conditioning & Refrigeration

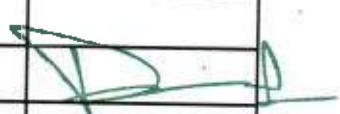
On

16th November 2017

7th Semester (Final Year)

Student List

S. No	College Roll No	Student Name	Sign
1	16386	Jitender	
2	16797	Sandeep Sharma	
3	17344	Arjun Singh	
4	17329	Aditya Gulati	
5	17333	Akash Yadav	
6	17349	Ashish Mishra	
7	17363	Deepak Yadav	
8	17368	Dhruv	
9	17383	Hemant Yadav	
10	17384	Himanshu Bahukhandi	
11	17391	Hitesh Kumar	
12	17393	Jai Khatri	
13	17396	Kamal	
14	17401	Kosh Mohit	
15	17403	Lalit Saini	
16	17408	Manjeet Singh	
17	17440	Rahul Bhardwaj	
18	17444	Rahul Gandass	
19	17445	Rahul Singh Yadav	
20	17451	Robin Kumar	
21	17457	Rupesh Yadav	
22	17476	Tarun Kumar	
23	17491	Vishal Yadav	
24	18346	Dipender Gahlaut	
25	18372	Manish Kumar	
26	19309	Ankit Kumar	
27	19327	Deepak Tehlan	


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122690

info@dronacharya.info

From: Hejib, Venkatesh UTC CCS <Venkatesh.Hejib@carrier.utc.com>
Sent: Wednesday, November 15, 2017 2:19 PM
To: hodme@ggnindia.dronacharya.info; Mathur, Anuman UTC CCS
Cc: Aggarwal, Sanjay UTC CCS; industrialvisits@ggnindia.dronacharya.info; principaloffice@ggnindia.dronacharya.info; manishkumar.mishra@ggnindia.dronacharya.info
Subject: RE: [External] FW: Request for industrial visit of students at your campus

You are welcome.

From: hodme@ggnindia.dronacharya.info [mailto:hodme@ggnindia.dronacharya.info]
Sent: Wednesday, November 15, 2017 2:11 PM
To: Hejib, Venkatesh UTC CCS; Mathur, Anuman UTC CCS
Cc: Aggarwal, Sanjay UTC CCS; Industrialvisits@ggnindia.dronacharya.info; principaloffice@ggnindia.dronacharya.info; manishkumar.mishra@ggnindia.dronacharya.info
Subject: RE: [External] FW: Request for industrial visit of students at your campus

Respected Sir,

This email is to confirm and remind you for the visit to be scheduled on 16th November 2017 with a strength of 30 students and 01 faculty (Mr. Vijay Raj Pilania). The bus will reach at your company gate at 10:30 am.

The banner and list of students is attached herewith for your reference.

With thanks & regards,

Anil Kumar Gillawat |Head Of Mechanical Engineering|
|Dronacharya College of Engineering, Khentawas, Gurgaon - 123506(India)|
| Ph-0124-2375502/03/04 | |Web : www.dronacharya.info |




From: Hejib, Venkatesh UTC CCS [mailto:Venkatesh.Hejib@carrier.utc.com]
Sent: Tuesday, October 24, 2017 5:10 PM
To: hodme@ggnindia.dronacharya.info; Mathur, Anuman UTC CCS
Cc: Aggarwal, Sanjay UTC CCS
Subject: RE: [External] FW: Request for industrial visit of students at your campus

OK.

From: hodme@ggnindia.dronacharya.info [mailto:hodme@ggnindia.dronacharya.info]
Sent: Tuesday, October 24, 2017 4:36 PM
To: Hejib, Venkatesh UTC CCS; Mathur, Anuman UTC CCS
Cc: Aggarwal, Sanjay UTC CCS
Subject: RE: [External] FW: Request for industrial visit of students at your campus

Respected Sir,


Principal
Dronacharya College of Engg.
Farrukh Nagar - 122506

Thanks for the permission to visit your company.

30 students and 01 faculty (already verified) will be visiting the campus. We confirm 16th November 2017 for the visit and our college bus will reach at your company gate at 10:30 am.

Industrial Visit to Carrier Air-conditioning and Refrigeration Ltd.

16th November 2017

IMech Student Chapter of Dronacharya College of Engineering Gurgaon organized an industrial visit to Carrier AC and Refrigeration Ltd. on 16th November 2017. Mr. Vijay Raj Pilonia (Assistant Professor, ME Department) along with 30 students from ME Department visited the company.

The main objective of the visit was to make students aware of the various processes involved in air conditioning company.

Established in the year 1986, Carrier Air Conditioning & Refrigeration Limited is engaged in manufacturing and exporting of Ceiling Suspended Air Conditioning Unit, Ducted Air Conditioning Unit, Carrier Ducted Air Conditioning Unit, Cassette AC and Tower AC.

Carrier is a world leader in high-technology air-conditioning solutions. Carrier is a part of UTC Climate, Controls & Security, a unit of United Technologies Corp., a leading provider to the aerospace and building systems industries worldwide.

Mr. Venkatesh Hejib, General Manager (HR), Carrier Air-conditioning and Refrigeration Ltd. welcomed the students and explained the company's manufacturing and assembly shop. Later he answered questions from the students before giving the students a tour of the company's manufacturing, assembly shop and inventory shop. The students were shown the different components and parts manufactured, which helped in broadening their understanding of the refrigeration and air conditioning industries and the operations carried out in the assembly line.

The visit to carrier groups was informative and motivating.

Link of IMech Chapter Newsletter: <http://www.imeche.org/news/news-article/latest-from-the-institution-in-india>



Principal
Dronacharya College of Engg.
Farrukh Nagar - 122506



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123508

info@dronacharya.info

From: Rajnish Saini <rksaini@mindagroup.com>
Sent: Wednesday, November 08, 2017 5:05 PM
To: hodme@ggnindia.dronacharya.info
Cc: 'Aditya Sinha'; 'Pramod Saini'
Subject: FW: Request for industrial visit of students --SAE India & Dronacharya Student Chapter

Dear Anil,
Please plan visit tomorrow at 11:00 AM to 1:00 PM Lighting division .



Thanks & Regards
RAJNISH SAINI
HRM DEPARTMENT
MINDA INDUSTRIES LTD. (Lighting Division)
Vill. Naharpur Kasan, PO. Nakhrola, Manesar,
Gurgaon, Haryana – 122050

Direct Line: +91 124 2291861/62/63, Extn. 401, Mobile: 07528979007
E-mail: Rksaini@mindagroup.com
www.mindagroup.com

From: Aditya Sinha [mailto:adityasinha@mindagroup.com]
Sent: 08 November 2017 10:10
To: Rajnish Saini <rksaini@mindagroup.com>
Cc: Pramod Saini <psaini@mindagroup.com>
Subject: FW: Request for industrial visit of students --SAE India & Dronacharya Student Chapter

Dear Rajnish

Please discuss with Saini Ji and then confirm to Anil (Dronacharya College)

Regards
Aditya Sinha

From: hodme@ggnindia.dronacharya.info [mailto:hodme@ggnindia.dronacharya.info]
Sent: Wednesday, November 8, 2017 9:59 AM
To: Aditya Sinha
Cc: Sandeep Sharma; Annu Sethi; 'Sameer Srivastava'; Anuj Agarwal
Subject: RE: Request for industrial visit of students --SAE India & Dronacharya Student Chapter

Respected Sir,

Can you please confirm the address of the plant fixed for the visit?

With thanks & regards,
Anil Kumar Gillawat |Head Of Mechanical Engineering|
|Dronacharya College of Engineering, Khentawas, Gurgaon - 123506(India)|
| Ph-0124-2375502/03/04 | |Web : www.dronacharya.info |



info@dronacharya.info

From: hodme@ggnindia.dronacharya.info
Sent: Wednesday, November 08, 2017 9:16 AM
To: industrialvisits@ggnindia.dronacharya.info
Cc: manishkumar.mishra@ggnindia.dronacharya.info; 'Sameer Srivastava'
Subject: FW: Request for industrial visit of students --SAE India & Dronacharya Student Chapter
Attachments: ME-Student List for visit.xlsx

Respected Ma'am,

List of students as required and FNA. Ms. Priyanka Singh will be accompanying the students during the visit.

With thanks & regards,

Anil Kumar Gillawat |Head Of Mechanical Engineering|
|Dronacharya College of Engineering, Khentawas, Gurgaon - 123506(India)|
| Ph-0124-2375502/03/04 | |Web : www.dronacharya.info |



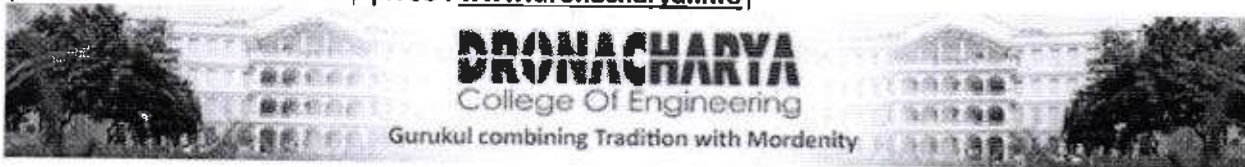
From: hodme@ggnindia.dronacharya.info [mailto:hodme@ggnindia.dronacharya.info]
Sent: Saturday, October 14, 2017 2:13 PM
To: 'Sameer Srivastava'
Subject: RE: Request for industrial visit of students --SAE India & Dronacharya Student Chapter

Respected Sir,

Please arrange visit on 9th November 2017 for our college. The list of student is shared as required in trailing email. One Faculty will be assisting them.

With thanks & regards,

Anil Kumar Gillawat |Head Of Mechanical Engineering|
|Dronacharya College of Engineering, Khentawas, Gurgaon - 123506(India)|
| Ph-0124-2375502/03/04 | |Web : www.dronacharya.info |



From: Sameer Srivastava [mailto:sameers@mindagroup.com]
Sent: Saturday, October 14, 2017 9:49 AM
To: hodme@ggnindia.dronacharya.info
Cc: vikrambishnoi@mindagroup.com; sandeepsharma@mindagroup.com
Subject: FW: Request for industrial visit of students --SAE India & Dronacharya Student Chapter

Greetings !!

Please find the feasible dates as per Unit HRM Head , kindly check and confirm same . **Farrukh Nagar - 123590**

25/26 October'17 or 8/9 November'17 , You can confirm for any of given dates

DRONACHARYA COLLEGE OF ENGINEERING

DEPARTMENT OF MECHANICAL ENGINEERING


Visit to Minda Group on 9th November 2017

S. No	College Roll No	Student Name
1	18318	AJAY YADAV
2	18319	AKSHAY
3	18320	AKSHAY KUMAR
4	18321	AMAN
5	18322	AMIT
6	18323	AMIT KUMAR
7	18324	AMIT KUMAR
8	18326	ANAND YADAV
9	18327	ANKIT SHARMA
10	18329	ASAD ULLAH
11	18330	ASHISH GULIA
12	18331	ASHISH CHAUHAN
13	18335	AKASH VERMA
14	18339	BHISHAM BHARDWAJ
15	18343	DEEPAK KUMAR
16	18344	DEEPANSHU
17	18345	DHEERAJ YADAV
18	18346	DIPENDER GAHLAUT
19	18347	DIVESH GULIA
20	18349	FAHAD AKHTAR
21	18350	GAURAV
22	18351	GAURAV SHARMA
23	18352	GAURAV YADAV
24	18354	GURVINDER RANA
25	18355	GULSHAN
26	18357	GUNJAN YADAV
27	18358	HARSH BANSAL
28	18363	KAPIL RAJPAL
29	18364	KESHAV
30	18367	LAKSHYA YADAV



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31	18368	LOVENEESH KUMAR
32	18371	MANDEEP
33	18372	MANISH KUMAR
34	18373	MOHIT VASHIST
35	18374	MD. WAQUAS HASSAN


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Industrial Visit to UNO Minda, Manesar

9th November 2017

DCE SAE Student Chapter of Dronacharya College of Engineering, Gurgaon organized an industrial visit to **UNO Minda, Manesar** on **9th November 2017**. **Ms. Priyanka Singh** (Assistant Professor, Mechanical Engineering Department) along with 35 students from Mechanical Engineering Department visited the company.

The main objective of the visit was to show the students the various processes involved in designing and manufacturing of various lighting devices used in two wheelers and four wheelers automobiles.

Minda Industries Limited - Lighting Division is founded in 1980. It is one of the leading automotive lamps manufacturers in India, developing new technology affordable products for two, three, four wheeler and off-road vehicles, growing at a consistent rate of 25% CAGR (Compounded annual Growth Rate) per annum.

The day began with a company presentation by **Mr. Rajnish Saini** (HRM Department, UNO Minda Industries Limited) followed by a plant visit. In a presentation Mr. **Gopal Kumar** highlighted the achievements of the company. The visit ended with a group discussion with **Mr. Rajnish Saini** and **Mr. Gopal Kumar** to find out more about his experience in the industrial sector and UNO Minda as a whole.

Overall, the visit to UNO Minda Industries Limited was very informative and educative for the students as they learnt the basics of designing and manufacturing of various two wheelers and four wheelers automobiles.


Some Glimpses:



*Ms. Priyanka Singh (Assistant Professor, ME Dept.)
with the students*



Students at the UNO Minda, Manesar


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



Faculty and Students along with Mr. Gopal Kumar (HRM Department) and Mr. Rajnish Saini (HRM Department)

Principal
Dronacharya College of Engg.
Farukh Nagar - 123508

info@dronacharya.info

From: industrialvisits@ggnindia.dronacharya.info
Sent: Thursday, October 12, 2017 3:11 PM
To: k.rathakrishnan@cii.in
Cc: principal@ggnindia.dronacharya.info; deanacademics@ggnindia.dronacharya.info; hodit@ggnindia.dronacharya.info; hodapplied@ggnindia.dronacharya.info
Subject: List of students_International Railway Equipment Exhibition: 13 October 2017
Attachments: List of students.docx

Respected Sir,

Greetings!

This is regarding the “**International Railway Equipment Exhibition**” scheduled on **13th October 2017**.

As per our telephonic discussion, please find attached the list of students required for registration.

Thanks & Regards

Poonam Yadav

Industrial Visit Head-Dronacharya College of Engineering, Gurgaon

Tele: 0124-2375502, 03, 04, 05

Email: poonam.yadav@ggnindia.dronacharya.info

<http://dronacharya.edu.in/web/poonam.yadav>



Principal
Dronacharya College of Engg.
Farukh Nagar - 122000


DRONACHARYA College of Engineering

International Railway Equipment Exhibition (IREE 2017)


List of Students

Faculty Coordinator: Dr. Vaishali Dixit

S. No.	Roll No.	Branch	Department
1	20548	DHRUV BHATIA	CE
2	20549	DIKSHANT	CE
3	20551	GOURAV SINGH SANGWAN	CE
4	20553	HIMANSHU JAIN	CE
5	20555	JANIT SHARMA	CE
6	20557	KUSHAGRA MAHALWAL	CE
7	20559	RAJEEV KUMAR	CE
8	20561	RITIK NEGI	CE
9	20566	SANDEEP YADAV	CE
10	20571	TEJASWI YADAV	CE
11	20301	ABHISHEK MOGHA	ME
12	20302	AKASH THAKUR	ME
13	20304	AMAN SAINI	ME


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Farrukh Nagar - 123698


14	20305	AMIT	ME
15	20307	ANKIT PANCHAL	ME
16	20310	ANKUSH ARORA	ME
17	20311	ANSHIKA YADAV	ME
18	20312	ANSIL VATS	ME
19	20313	ASHISH PAL	ME
20	20314	ASHISH SHARMA	ME
21	20315	ASHOK KUMAR	ME
22	20316	ATUL KUMAR	ME
23	20317	BHANUPRATAP	ME
24	20318	DEEPAK	ME
25	20319	DEEPAK KUMAR	ME
26	20320	DEEPAK KUMAR	ME
27	20322	DEEPAK KUMAR RAI	ME
28	20324	DEVANSH	ME
29	20326	GURAMRIT SINGH	ME
30	20328	HINESH	ME
31	20329	JAGRIT GAKHAR	ME
32	20334	LAKSHAY MANGLA	ME


Principal
Dronacharya College of Engg.
Farukh Nagar - 123506

33	20335	NAVEEN VERMA	ME
34	20336	NITESH KUMAR	ME
35	20337	NEERAJ SINGH AHLAWAT	ME
36	20338	PARVEEN KINHA	ME
37	20339	PRADUMN KUMAR TIWARI	ME
38	20340	NAVAL YADAV	ME
39	20342	RAJEEV	ME
40	20343	RISHIK SINGH	ME
41	20344	ROHAN YADAV	ME
42	20345	RONIL KHATRI	ME
43	20348	SACHIN	ME
44	20349	SACHIN	ME
45	20351	SAHIL GOYAL	ME
46	20352	SAHIL JANGHU	ME
47	20355	SAHIL YADAV	ME
48	20356	SARTHAK SINGH	ME
49	20358	SHUBHAM KUTLEHRIA	ME
50	20359	SIDDHARTH SHARMA	ME


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Farrukh Nagar - 123606

51	20361	UJJAWAL	ME
52	20362	VARUN SHARMA	ME
53	20363	VIKAS KATARIA	ME
54	20365	VIKAS SHARMA	ME
55	20367	VISHAL BHARDWAJ	ME
56	20368	VISHAL DHANKHAR	ME


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123406



Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

Visit to “INTERNATIONAL RAILWAY EQUIPMENT EXHIBITION (IREE 2017)”

13th October 2017

ISTE Student Chapter Dronacharya College of Engineering, Gurgaon organized a visit to “12th International Railway Equipment Exhibition (IREE-2017)” conducted by Confederation of Indian Industry (CII) in association with Ministry of Railways at Pragati Maidan, New Delhi on 13th October 2017. Dr. Vaishali Dixit (Associate Professor, Applied Sciences & Humanities) along with 52 students from Mechanical and Civil Departments visited the IREE-2017

The main objective behind the visit was to make students aware about how a locomotive works, the basic components of a locomotive are, and how it is manufactured.

During the exhibition, the students were demonstrated newly advanced technologies which will be implemented soon in the Indian Railway Services. After the basic introduction, all the students were divided into small groups to explore more. The students were advised to seek knowledge and clear their doubts then and there on anything they saw. Two of the students, **Pradumn Kumar Tiwari (ME, Roll No.-20339)** and **Jagirit (ME, Roll No.-20329)** were rewarded on the basis of their understandings.

Students learnt about how an individual component of a Locomotive plays an important role to run Indian railway and the way they are manufactured with high strength and durability.

It was a wonderful experience. Students got a real opportunity to enhance their theoretical knowledge by practical implication.




Principal
Dronacharya College of Engg.
Farrukh Nagar - 123505

Industrial Visit to Apron Solutions Pvt Ltd, Gurgaon
15th September, 2017

Entrepreneurship Development Cell of Dronacharya College of Engineering, Gurgaon organised an industrial visit to Apron Solutions Pvt. Ltd. on 15th September, 2017. 48 students from CSE, IT, CSIT, ECE, EEE departments, along with Mrs. Ashu Khurrana, Assistant Professor, CSE Department went to Apron Solutions Pvt. Ltd., Gurgaon for visit.

Apron Solutions Pvt. Ltd. is a leading organization that provides more than three hundred IT and non-IT industry standard training progressions for working professionals. The Main Agenda for this visit was to provide industry exposure to students about Cisco Networking.

Mr. Prashant Lodhi, Network Consultant, provided an in-depth knowledge of Cisco training, creating virtual networks. He also discussed the importance of networking certifications and its importance in the day to day life. The session was primarily focused on Networking and the Networking certifications by CISCO i.e the CCNA (Cisco certified Network Associate), CCNP (Cisco Certified Network Professional) and CCIE (Cisco Certified Internetwork Expert) which could be beneficial for the students who want to pursue their career in the field of networking.

Next, Mr. Kuldeep Dixit, Sr. Marketing Executive from Apron discussed the present scenario of interviews and tests for jobs in Multinational Companies. An interactive session was held to discuss the basics. He discussed the topics given during Verbal round in jobs interview. Mr. Dixit also explained the opportunities related to Networking and took students onto a tour of CISCO website where the students got knowledge of the network devices. He also introduced students to the syllabus of the course. The course is structured basically into 5-6 structures as voice networking, routing and switching, security, data centre etc.

The students also learnt to identify the ability of network infrastructure supporting its applications and how it affects the overall experience for users. Mr. Lodhi also discussed how the world is making legacy and network technologies work together. With the help of an example, Mr. Lodhi also explained connected several computers in a LAN with the help of a switch, install IP addresses to the computers and managed them with only one machine and IOS. In the end there was an interactive questions and answers session in which students raised some questions and their doubts related to the topic. Then certificates were distributed to the students.

The industrial visit to Apron Solutions Pvt. Ltd. proved to be enriching and encouraging for the students.


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506



Students of DCE, Gurugram at Apron Solutions Pvt Ltd, Gurugram



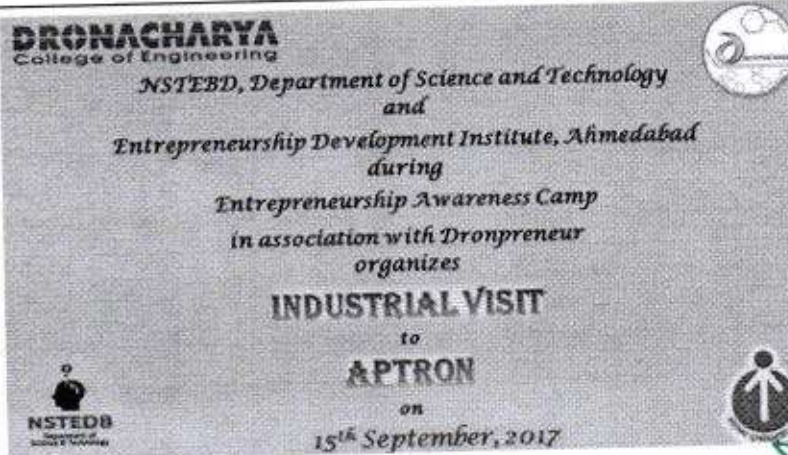
The students during the session at APTRON



Group photograph of students of DCE with Mrs. Ashu Khuranna



The students understanding the Networking and the Networking certifications by CISCO



The banner of the Industrial visit at Apron Pvt Ltd

Principal
Dronacharya College of Engg.
Farrukh Nagar - 120600

From: Ratan Agrawal <ratan.agrawal@heromotocorp.com>
Sent: Thursday, August 31, 2017 4:48 PM
To: industrialvisits@ggnindia.dronacharya.info
Cc: principal@ggnindia.dronacharya.info; deanacademics@ggnindia.dronacharya.info; hodit@ggnindia.dronacharya.info; Arun Kumar Jajoria; Sunil Khorana
Subject: Re: Request for Industrial Visit

You may come for visit at our Gurgaon plant on 15th sept 3-5 pm.

With regds,Ratan

On Wed, Aug 23, 2017 at 1:06 PM, Industrialvisits@ggnindia.dronacharya.info <industrialvisits@ggnindia.dronacharya.info> wrote:

Respected Sir,

Greetings!

Dronacharya College of Engineering, Gurgaon is one of the leading Technical Institutes in the State of Haryana, which has evolved itself into an education centre of repute since its inception in 1998. The college is approved by All India Council of Technical Education (AICTE), Permanently Affiliated to Maharshi Dayanand University, Rohtak, Accredited by NBA & NAAC, ISO 9001:2008 & 14001:2004 Certified and winner of Outstanding Institution Award (2013) by National Institute of Technical Teachers Training and Research (Ministry of HRD, Government of India). We offer B.Tech. degree in eight Branches – Computer Science and Engineering, Electronics & Communication Engineering, Mechanical Engineering, Information Technology, Civil Engineering, Electronics & Computer Engineering, Electrical & Electronics Engineering and Computer Science & IT and also postgraduate programme (M.Tech.) in Mechanical Engineering, Electronics & Communication Engineering, Computer Science and Engineering and Information Technology.

As part of the curriculum, Industrial Visit is mandatory for our students. So, we would like to request you to grant permission for an **Industrial visit** in your esteemed organization. The purpose of visiting is to give an opportunity to the students to learn more about your organization, systems and performance. This would broaden the horizons of our students for creating **Innovative Ideas** and help them in getting involved in **Research & Development (R&D)**.

We kindly request you to accord the permission for the same **for a batch of 50 students** of our college to acquaint the students with the very best automobile industry in India.

We would like to propose 15th September, 2017 as the probable date of visit, if deem suitable so that necessary admin arrangements can be planned, accordingly. We are confident that you will be kind enough to grant permission for the visit.

Thanks & Regards


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

S.NO	Roll No.	NAME	AGE (Yrs)	CATAGORY	BRANCH	AADHAR NO.
1	19301	Aakarsh Singh rawat	20	General	ME	485485207594
2	19305	Abhishek kumar	21	SC	ME	866466220438
3	19307	Ankit	18	General	ME	572805024939
4	19309	ankit kumar	20	OBC	ME	414134964370
5	19313	Ankur	19	General	ME	974001346166
6	19317	Astik Sharma	19	General	ME	281524486035
7	19319	Balram chauhan	20	General	ME	816962847335
8	19323	Bhushan	20	OBC	ME	281749719447
9	19325	Chiragverma	19	OBC	ME	581287392811
10	19327	Deepak Tehlan	19	General	ME	412696265265
11	19329	Deepak yadav	19	OBC	ME	451950122553
12	19331	Diwakar	19	OBC	ME	842563687268
13	19333	Gaurav Mudgal	18	General	ME	207838686302
14	19335	Harkesh yadav	18	OBC	ME	567890883041
15	19337	HARSH VARDHAN	18	General	ME	338289509574
16	19339	Himanshu Gupta	20	General	ME	763011500455
17	19341	Himanshu Parashar	20	General	ME	378367649125
18	19345	Jatin yadav	19	ST	ME	480762654259
19	19346	Jayant Yadav	19	OBC	ME	252648642915
20	19350	Kuldeep Yadav	18	OBC	ME	954179559564
21	19354	MANJEET KUMAR	20	OBC	ME	918049603734
22	19355	Mansoor Akhtar	19	OBC	ME	497632228194
23	19356	Mehul	18	General	ME	354882137621
24	19358	MOHIT	18	OBC	ME	745686919913
25	19359	Mohit Yadav	20	OBC	ME	752394027563
26	19364	Navneet	19	General	ME	439823527053
27	19371	Parveen Kumar	19	General	ME	602612250453
28	19373	Piyush sharma	18	General	ME	333500804588
29	19375	Prabhat	19	General	ME	897858214288
30	19379	Rahul yadav	19	OBC	ME	596385838798
31	19380	Ravi kumar	18	OBC	ME	549884208928
32	19382	Ravi shankar joshi	18	General	ME	378636441126
33	19386	Rohit yadav	20	OBC	ME	445257876428
34	19390	Sachin Yadav	19	General	ME	507712254148
35	19392	Sahil	19	General	ME	564260938830
36	19398	Saurabh kr. Yadav	19	OBC	ME	860915082795
37	19400	Saurav	19	OBC	ME	648468664043
38	19402	Shejin Cherian	19	General	ME	335073273525
39	19406	Shubham shukla	20	General	ME	983732541092
40	19410	Suraj Daku	18	OBC	ME	995575768750
41	19415	VIKAS KUMAR	20	General	ME	251875230782
42	19419	Yerramilli Sai kishore	19	General	ME	443091231371
43	19451	Aakash Verma	18	General	ME	236233066567
44	19452	Ashish chawla	19	General	ME	334633909617
45	19453	Karan verma	19	OBC	ME	363184185919
46	19454	Karandeep Singh	19	General	ME	248813172649
47	19458	Sanjeev	22	OBC	ME	495153360803

From: SUNIL KUMAR <skumar@cdac.in>
Sent: Monday, September 04, 2017 6:44 PM
To: industrialvisits@ggnindia.dronacharya.info
Cc: hodit@ggnindia.dronacharya.info; deanacademics@ggnindia.dronacharya.info; principal@ggnindia.dronacharya.info
Subject: Re: Request for Industrial Visit
Attachments: Requisition form for CeG Visit 01092017.doc

Dear Ms. Poonam Yadav,

As discussed, the visit for students of DCE, Gurgaon has been approved by competent authority in MeitY for 12/09/2017. You are requested to kindly arrange to submit the attached requisition form duly approved by Head of Organisation.

Thanks and Regards
Sunil Kumar
9891172742

On September 2, 2017 at 2:26 PM "Industrialvisits@ggnindia.dronacharya.info" <industrialvisits@ggnindia.dronacharya.info> wrote:

Respected Sir,
Greetings!

Dronacharya College of Engineering, Gurgaon is one of the leading Technical Institutes in the State of Haryana, which has evolved itself into an education centre of repute since its inception in 1998. The college is approved by All India Council of Technical Education (AICTE), Permanently Affiliated to Maharshi Dayanand University, Rohtak, Accredited by NBA & NAAC, ISO 9001:2008 & 14001:2004 Certified and winner of Outstanding Institution Award (2013) by National Institute of Technical Teachers Training and Research (Ministry of HRD, Government of India). We offer B.Tech. degree in eight Branches – Computer Science and Engineering, Electronics & Communication Engineering, Mechanical Engineering, Information Technology, Civil Engineering, Electronics & Computer Engineering, Electrical & Electronics Engineering and Computer Science & IT and also postgraduate programme (M.Tech.) in Mechanical Engineering, Electronics & Communication Engineering, Computer Science and Engineering and Information Technology.

As part of the curriculum, Industrial Visit is mandatory for our students. So, we would like to request you to grant permission for an **Industrial visit** in your esteemed organization. The purpose of visiting is to give an opportunity to the students to learn more about your organization, systems and performance. This would broaden the horizons of our students for creating **Innovative Ideas** and help them in getting involved in **Research & Development (R&D)**.

As discussed, we request you, kindly accord the permission for the same for a batch of 50 students of I Semester from **Dronacharya College of Engineering, Gurgaon** along with faculty member as per your convenience in the month of September, 2017.

I would like to propose 14th September, 2017 as the probable date of visit, kindly schedule the visit accordingly and send details of the program.

Thanks & Regards

Poonam Yadav
Industrial Visit Head-Dronacharya College of Engineering, Gurgaon
Tele: 0124-2375502, 03, 04, 05
Email: poonam.yadav@ggnindia.dronacharya.info
<http://dronacharya.edu.in/web/poonam.yadav>


Principal
Dronacharya College of Engg.
Farrukh Nagar - 123506

info@dronacharya.info

From: industrialvisits@ggnindia.dronacharya.info
Sent: Friday, September 08, 2017 12:32 PM
To: 'SUNIL KUMAR'
Cc: principal@ggnindia.dronacharya.info; deanacademics@ggnindia.dronacharya.info; hodit@ggnindia.dronacharya.info; hodapplied@ggnindia.dronacharya.info; sangeeta.singla@ggnindia.dronacharya.info
Subject: RE: Request for Industrial Visit
Attachments: Requisition Form.pdf

Respected Sir,

Greetings!

As required, please find attached the requisition form duly approved by Principal Sir.

Thanks & Regards

Poonam Yadav
Industrial Visit Head-Dronacharya College of Engineering, Gurgaon
Tele: 0124-2375502, 03, 04, 05
Email: poonam.yadav@ggnindia.dronacharya.info
<http://dronacharya.edu.in/web/poonam.yadav>



From: SUNIL KUMAR [mailto:skumar@cdac.in]
Sent: Monday, September 4, 2017 6:44 PM
To: Industrialvisits@ggnindia.dronacharya.info
Cc: hodit@ggnindia.dronacharya.info; deanacademics@ggnindia.dronacharya.info; principal@ggnindia.dronacharya.info
Subject: Re: Request for Industrial Visit

Dear Ms. Poonam Yadav,

As discussed, the visit for students of DCE, Gurgaon has been approved by competent authority in MeitY for 12/09/2017. You are requested to kindly arrange to submit the attached requisition form duly approved by Head of Organisation.

Thanks and Regards
Sunil Kumar
9891172742

On September 2, 2017 at 2:26 PM "Industrialvisits@ggnindia.dronacharya.info" <industrialvisits@ggnindia.dronacharya.info> wrote:

Respected Sir,
Greetings!

Dronacharya College of Engineering, Gurgaon is one of the leading Technical Institutes in the State of Haryana, which has evolved itself into an education centre of repute since its inception in 1998. The

Principal
Dronacharya College of Engu.



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 (A Showcasing Platform for Best Practices in e-Governance)
 Ministry of Electronics and Information Technology (MeitY)
 Electronics Niketan, 6, CGO Complex, Lodhi Road, New Delhi – 110003
 Tele: (011) 24363751/ 24301186/ 24301196,
 Email: ceg@meitv.gov.in Website: <http://ceg.meitv.gov.in/>

Requisition Form to visit Centre for e-Governance (CeG)

A.	Visitor Category:	<i>Academic Institute</i>			
<i>(Govt./Semi-Govt. Organization / Individual / Academic Institute / Private Organization/ Student)</i>					
B.	Intended Date of Visit:	12 September 2017			
C.	Time of Visit:	9:00 AM to 1 PM			
D.	If visiting in Group, please indicate name of accompanying Officer/Faculty and the Institute				
S. No.	Name of Visitor	Name of Organization / Institute with Address <i>(If visiting as an individual, please give residential address)</i>	Designation / Course <i>(semester)</i>	Email	Contact Number <i>(if any)</i>
FACULTY MEMBER					
1	Dr. Sangeeta Singla	Dronacharya College of Engineering, Gurgaon	Associate Professor- Dept. of Applied Sciences & Humanities	sangeeta.singla@ggnindia.dronacharya.info	9811172817
STUDENT					
1	AAKANSHA	DCE, Gurgaon	CSIT- Sem I	narghyasehrawat@gmail.com	9911819801
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3	AJAY SHARMA	DCE, Gurgaon	CSIT- Sem I	ajaysharma3582@gmail.com	8384099290
4	AMAN RAJPAL	DCE, Gurgaon	CSIT- Sem I	rajpalaman9@gmail.com	8603463301
5	AMAN VERMA	DCE, Gurgaon	CSIT- Sem I	amanverma.1065@gmail.com	9821048631
6	AMARTYA SEN	DCE, Gurgaon	CSIT- Sem I	amartya23march97@gmail.com	82819728506
7	ANMOL KALRA	DCE, Gurgaon	CSIT- Sem I	anmolkalra17@gmail.com	9958079916
8	AVINASH KUMAR	DCE, Gurgaon	CSIT- Sem I	avinash224may98@gmail.com	7261018755



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Email: ceg@meitv.gov.in Website: <http://ceg.meitv.gov.in/>

9	CHANDAN KUMAR	DCE, Gurgaon	CSIT- Sem I	tonykeplerwolf@ganggugi@gmail.com	9944139807
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12	DEVANSH SINGH	DCE, Gurgaon	CSIT- Sem I	devanshsingh0808@gmail.com	7727993650
13	DHEERAJ YADAV	DCE, Gurgaon	CSIT- Sem I	dheerajy47@gmail.com	9991432077
14	GARVIK SATHA	DCE, Gurgaon	CSIT- Sem I	garviks09@gmail.com	7838622732
15	GAURAV MALHOTRA	DCE, Gurgaon	CSIT- Sem I	cool.gourav@	8750214200
16	HIMANSHU JAKHMOLA	DCE, Gurgaon	CSIT- Sem I	himanshujakhmola143@gmail.com	9718279106
17	JATIN MITHRANI	DCE, Gurgaon	CSIT- Sem I	jatin.mithrani@gmail.com	8826210800
18	JATIN SANGWAN	DCE, Gurgaon	CSIT- Sem I	jsangwan3@gmail.com	9891221008
19	K ABHISHEK	DCE, Gurgaon	CSIT- Sem I	abhishek.drummer98@gmail.com	9811292862
20	KANISHK YADAV	DCE, Gurgaon	CSIT- Sem I	yadav.kanishk01@gmail.com	9509838482
21	KARAN TARIYAL	DCE, Gurgaon	CSIT- Sem I	karantariyal@gmail.com	9911191625
22	KUNAL RANA	DCE, Gurgaon	CSIT- Sem I	kunal.rana.vps@gmail.com	9873316734
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26	MUSKAN VATS	DCE, Gurgaon	CSIT- Sem I	muskanvats1999@gmail.com	8076809535
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37	SAURABH MALHOTRA	DCE, Gurgaon	CSIT- Sem I	saurabhmoi2@gmail.com	9718695799
38	SHIVANI AGARWAL	DCE, Gurgaon	CSIT- Sem I	agarwaishivani6898@gmail.com	8178990536
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50	VISHAL CHAUDHAN	DCE, Gurgaon	vishalchaudhan263@yahoo.com	9999196641
51	VISHAL GROVER	DCE, Gurgaon	lovingvishal11@gmail.com	7838451016

Note:
 1. Maximum 50 members in a group are allowed for a visit.
 2. The student list should be verified by HoD / Director level officer.
 3. Make sure that students should carry photo ID proof during their visit.
 4. Members/students as per the approved list only will be allowed to attend the workshop on the scheduled date.



Prof. (Dr.) B.M.R. Prasad
 Principal

Principal
 Dronacharya College of Engg.
 Farrukhnagar - 123505



From: piyush sethi <piyushsethi65@gmail.com>
Sent: Thursday, August 17, 2017 10:56 PM
To: Ankit Sharma; vr.anshul; Amit Ramteke; avadhesh bahadur; Ravi Kochak
Subject: Industrial Visit to Munjal Showa Pvt Ltd.

Dear,

Greetings!

Its a pleasure to see your active participation in the branch activities. I must say that you are a key affiliate member for the branch.

I have received your nomination to be a part of the industrial visit to "Munjal Showa Pvt Ltd" organized by IMechE India Branch on 19th August 2017. Its a regret to inform you that due to limited spaces we will not be accommodate you for this visit. But, we assure you that we will definitely consider you for the next event.

Thanking you in anticipation for your active responses.

Regards
Piyush Sethi
Chairperson
Young Member Panel

Institution Of Mechanical Engineers

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Industrial visit to Munjal Showa Pvt Ltd, Gurgaon

19th August 2017

The Young Member Panel IMechE India organised an industrial visit to **Munjal Showa Pvt Ltd, IMT, Manesar, Haryana** for Mechanical Engineering Students on **19th August 2017**. Two Students, Ashish Chawla (19452) and Akash (19451), ImechE Student Chapter, representative from **Dronacharya College of Engineering, Gurgaon** visited the Plant with a team of 25 people (2 experts from industries and students from 6 different student chapters).

The main objective of the visit was to show the students the various processes involved in designing and manufacturing of various shock absorbers (Front and Rear) for 2 wheelers and 4 wheelers automobiles.

Munjal Showa Limited in its joint venture with Showa Corporation, designs and manufacturers shock absorbers and struts for leading two-wheelers and four-wheelers. The Munjal Showa manufacturing plant is spread over an area of 24075 sq mt in the industrial area of Gurgaon, Haryana, on the outskirts of the National Capital Territory of Delhi, India.

The visit started with a company presentation by Mr. Rakesh Atre, prominent stalwarts and TPM expert of the Munjal Showa Industry followed by plant visit. All the representatives learnt the specific values and parameters required while designing and manufacturing shock absorbers. The Chief Manager of plant led the group into various sections and introduced units. During the visit, students earned the knowledge of different processes, the damping unit, quality testing, painting units, bottom case, K7 oil used for lubricating and various Machines used for assembling the components of shock absorber. The visit in the final phase had another presentation where the achievements of the company by their own TPM Approach had been highlighted by Mr. Rakesh Atre. While concluding, there was a group discussion with Mr. Atre to know about his 39 years of experience in the industrial sector and Munjal Showa as a whole.

It was a knowledgeable and informative visit.



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