

5.2.1. Number of outgoing students placed year - wise during the last five years.

SAMPLE APPOINTMENT ORDERS OF SELECTED STUDENTS

Sr. No	Student Name	Company Placed
1	Ajinkya Jadhav	Accenture
2	Ameya Joshi	LTI
3	Arthata Harvande	Cognizant
4	Hriday Purohit	H2O.ai
5	Mahek Shivnani	Cognizant
6	Ruchit Shah	Elixar Systems Pvt. Ltd
7	Siddhi Malve	EY
8	Tarun Kachhela	Dolat capital Pvt Ltd
9	Vinayak Mhatre	Zycus
10	Aditya Bhartia	EY
11	Abhishek Mulchandani	Deutsche Bank
12	Aniket Bhagat	Tecnimont
13	Deevanshu Khatri	Ganit Business Solutions
14	Divakar Pandey	Visible Alpha
15	Divesh Kukreja	Iksula Services Pvt Ltd.
16	Divya Prabhu	OpenSpecimen- Krishagni
17	Hasan Shahid	Worley(Jacobs)
18	Ridhi Bhandari	Accenture
19	Varsha Raju Nareja	Accenture
20	Mayur Dilipkumar Rohra	Accenture
21	Haresh Savlani	Accenture
22	Neelima Jagdish Lalwani	Accenture
23	Honey Shankar Khushalani	Accenture
24	Neha Dilip Gidwani	Accenture
25	Sanjyot Umakant Mahajan	Accenture
26	Saurabh Manwani	Tech Mahindra
27	Shraddha Vengurlekar	Reliance
28	Vishal Malani	Textronics
29	Vridhi Narang Toppr	Toppr
30	Vrinda Goel	Accenture

accenture

**Accelerate
the career of
your dreams**



To,

Name : Ajinkya Mahadeo Jadhav

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ajinkya Mahadeo Jadhav,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

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- On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 11
- Proposed role - Full Stack Engineering Analyst
- Annual fixed compensation for the fiscal will be INR 5,41,500; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 1,13,715. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Additional Benefits: Gratuity as per law (as applicable) + Insurance premium (Notion Value): INR 24,000
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the offer letter.

“This is an electronically generated document does not require signatures”



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Date: October 15, 2020

Ref: LTI/HR/Campus/2021

Name: Ameya Joshi

College: Thadomal Shahani Engineering College

OFFER OF EMPLOYMENT

Dear Ameya Joshi,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**

During the initial training period of 12 months, your CTC including all benefits will be **Rs.5,01,974/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

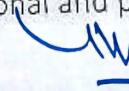
2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

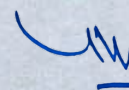
3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.


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4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltininfotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

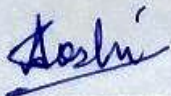
Yours faithfully,

For Larsen & Toubro Infotech Ltd.

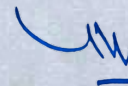


Nikhil Govekar
Sr. Manager - Campus
Recruitment

I have read the letter and accept the same.



Signature and Date



Dr. G. T. Thampi
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28-Apr-2021



Dear Arthata Harvande,
B.Tech/B.E., Chemical Engineering
Thadomal Shahani Engineering

College, Mumbai

Candidate ID – 15079094

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

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

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/PostGraduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

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

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on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal onthe-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

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

Signature:



Date: 19/05/2021



**Dr. G. T. Thampi
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Compensation and Benefits

Name: Arthata Harvande	Designation: Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

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

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

Leave & Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

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- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

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

Employees State Insurance:

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

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.



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Bandra, Mumbai - 400 050





4 June 2021

Hriday Purohit
Mumbai, India

Email: hridaypurohit@gmail.com

Subject: Letter of Offer cum Appointment

Dear Hriday,

Congratulations! Tuolumne Technology Private Limited, (the Company), otherwise known as H2O.ai India – the Indian subsidiary of H2O.ai, Inc., a US corporation, with its registered office at 33D/18, Velachery Main Road, Velachery, CHENNAI, Chennai, Tamil Nadu, India, 600042, is pleased to offer you employment on the following terms:

Your six-month, temporary, Intern position will begin on 1 July 2021.

Your primary place of work will be your home office location.

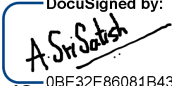
You will initially report to and liaise with Shivam Bansal, Senior Data Scientist. The Reporting Manager may be altered at the discretion of the Company.

The other terms and conditions of your service are attached in the Exhibit 1 to this letter.

We look forward to a long and mutually satisfying association with you and hope you find the atmosphere challenging and invigorating to realize your potential.

Please indicate your acceptance of the terms and conditions set out in this letter by signing and dating this Employment Contract and returning the same to Human Resources. This contract, if not accepted, will expire at the close of business on 8 June 2021. Your employment is also contingent upon your starting work with the Company on or before 1 July 2021.

Yours Sincerely,

DocuSigned by:

0BE32E86081B436...

SriSatish Ambati
CEO and Co-founder

H2O.ai India



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Hriday Purohit
4 June 2021
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Exhibit 1

TERMS AND CONDITIONS OF EMPLOYMENT

These terms are not exhaustive and its suggested keep yourself updated of the same through the Company and its affiliate's intranet, HR policies, rules and regulations and other communications sent to its employees from time to time. By accepting this offer and agreeing to join the services of the Company, you agree with the Company as follows:

1. Work Rules & Code of Conduct

- (a) Code of Conduct: The Company looks forward to the application of the best of your skills and experience, whilst in service. In addition, it is a condition of this offer and your acceptance that your performance will be in accordance with the Company's Code of Conduct. This agreement will come into effect on 1 March 2019 and remain in effect until the Employee reaches the retirement age of 60. The Employee accepts such offer and agrees to be employed by the Company.
- (b) Working schedule: This is a temporary, full-time position requiring 9 hours per day attendance. Your work hours will be based on the Company/its Client and/or time zone requirements that may vary as per the business exigencies of the Company. It is also understood and agreed to by the employee that his/her assignment, duties and responsibilities and reporting arrangements may be changed by the Company in its sole discretion based on company needs.
- (c) Overtime Work: To meet business requirements, the Company may have the Employee work in excess of the working hours stipulated in clause 'b' above. When the Employee works in excess of 45 hours or more of the normal working hours in a week under prior direction or authorization of his superior, the Company shall pay the Employee an overtime allowance in accordance with the Labor Laws.
- (d) Salary: Your salary will be as set out in Exhibit 2, hereto.
- (e) Restrictive Covenants: While employed by the Company, you will not, without the Company's prior written consent, directly or indirectly engage in any employment, consulting, or other activity. In addition, during any period in which you are employed by the Company and for a period of twelve (12) after termination from employment, you shall not directly or indirectly, for yourself or on behalf of any other person or entity, in any manner or capacity whatsoever within India, solicit, approach, recruit, interview, offer to hire or attempt to hire, or in any manner, endeavor to entice away any person who is employed by or associated with the Company as an employee, independent contractor or agent. Finally, during any period in which you are employed by the Company and for a period of twelve (12) after termination from employment you shall not directly or indirectly, for yourself or on behalf of any other person or entity, whether as an employee, owner, part-owner, shareholder, officer, director, trustee, partner, member, sole proprietor, consultant, agent, representative, or in any other manner or capacity whatsoever within India, use the Company's trade secret information to attempt to call on, solicit or take away any clients or prospects of the Company which at any time during the


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twelve (12) month period preceding your termination of employment and for whom you personally provided any service as an employee of the Company during such period except on behalf of the Company.

- (f) Recovery of dues: In the event of any financial recovery to be made from you, the Company shall also be entitled to offset payment of any prorated allowance/advances against salary due and to withhold amounts that may be required by relevant authorities. These repayment obligations cannot be waived off except by a written communication by the Company.
- (g) Service rules: For all other matters, not specified herein, you shall be governed by the Company's policies, conditions of service, service rules and amendments made and communicated from time to time.
- (h) Representation: The Employee represents and warrants to the Company that there is no employment contract or any other contractual obligation to which the Employee is subject, which prevents the Employee from entering into this employment relationship or from performing fully the Employee's duties under this offer of employment.

2. Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in subparagraphs below.

- (a) Computer products, Company processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for unannounced and announced products;
- (b) Software products in use, planned or under development, including operating systems adaptations or enhancements, language compilers, interpreters and translators, system design and evaluation tools, and application programs;
- (c) Information relating to Company employees; actual and anticipated relationships between the Company and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans;
- (d) Information relating to the Company's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information

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PRINCIPAL

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Hriday Purohit
4 June 2021
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on terms acceptable to the Company. You will abide by the restrictions imposed on the disclosure and use of such third-party information.

You acknowledge that a violation of the provisions of this agreement dealing with Confidential and Proprietary Information and Intellectual property may cause significant harm to the Company and that remedies at law may be inadequate to protect against a breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to it, to the granting of injunctive relief without proof of actual damages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

For a period of one (1) year after termination from Company's employment, you will give written notice to the new employer of your obligations regarding Intellectual Property, Confidential and Proprietary Information, Non-Solicitation and Non-Competition etc. as per this agreement.

3. Data Protection

The Company will obtain, hold and use personal data relating to you in the context of your employment, including, but not limited to, your name, number, cost centre, address, emergency contact details (e.g. home telephone number), educational details/history/qualifications and employment history, proof of authorization to work, any director or officer posts held, outcomes of any pre-employment screening, salary information including details on commissions bonuses and profit share, pension, stock option rights and details related thereto as well as additional benefit details, job description, job level, job grade, performance plans and performance rating details including sales and margin targets and achievements and Individual Work history.

The purposes of such processing are to administer and manage the employment relationship we have with you, and may include disaster recovery data duplication, administering and maintaining personnel records (includes sickness and other absence records), assessing fitness for work, paying and reviewing salary, bonus, profit share and other benefits (if any), providing and administering benefits such as pension, stock purchase and stock option programs, life, health and medical insurance, analyzing sales and sales related activity, career and succession planning, performance appraisals and reviews, employee development and training, resources and skills allocation, regulatory and legal compliance, carrying out activities related to compliance with the Company's policies and procedures, providing references and information to future employers, governmental and regulatory agencies (includes tax, social security authorities) in a take-over or merger, providing information to a future purchaser or potential purchaser of the Company or any part of the Company's business or a potential or future service provider as part of due diligence. You hereby consent to such data processing by the Company, any of its partners, its affiliates, or any third party vendor charged with providing services, information or benefits related to the employment and you further consent to transfer of data to the Company's Clients or any third party even if such company or third party is situated outside India in a country which does not offer a level of data protection compared to the level applied in India. However, the Company will put in place adequate safeguards with such third parties to ensure an adequate level of data protection.



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4. Export Compliance

You will not export or otherwise transfer out of India or release to any person, Controlled Technology or Software, during or after employment with the Company, except as authorized in writing by the Company. Controlled Technology or Software is technology or software controlled under the U.S. Export Administration Regulations and includes, but is not limited to,

- (i) Confidential and Proprietary Information of the type described in paragraph 2 above, to the extent that such information is not otherwise publicly available;
- (ii) Technical information of the Company, its affiliates, its customers or other third parties that is in use, planned, or under development, such as but not limited to: manufacturing and/or research processes or strategies (including design rules, device characteristics, process flow, manufacturing capabilities and yields); computer product, process and/or devices (including device specification, system architectures, logic designs, circuit implementations); software product (including operating system adaptations or enhancements, language compilers, interpreters, translators, design and evaluation tools, and application programs); and any other databases, methods, know-how, formulae, compositions, technological data, technological prototypes, processes, discoveries, machines, inventions, and similar items;
- (iii) Information relating to future plans of the Company, its affiliates, its customers and other third parties, such as but not limited to: marketing strategies; new product research pending projects and proposals; proprietary production processes; research and development strategies; and similar items.

Dr. G. T. Thampi
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Release includes disclosure to any person, oral exchange, and application of information abroad of personal knowledge or technical experience. If you have any doubts regarding whether particular information is Controlled Technology or Software, please consult your Manager or the Company's Legal Department.

5. Intellectual Property and Copyright

While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist the Company in all ways, including giving evidence and executing any documents deemed helpful or necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against misappropriation or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property.



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You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights.

You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company.

6. Return of Company Material

On the date when your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate in conducting exit interviews with a designated representative of the Company.

7. Severability

If any of the provisions of this offer of Employment letter are or become invalid or unenforceable at any time, the validity and enforceability of the other provisions of this offer of Employment letter shall not be affected as a result. Parties shall then modify this offer of Employment letter insofar as necessary in consultation, in the sense that they shall replace the invalid provisions with valid and binding provisions which differ as little as possible from the invalid or unenforceable provision(s) concerned.

8. Governing Law

- (i) The terms and conditions herein set out shall be construed in accordance with and governed by the laws of India.
- (ii) The Chennai District Court shall have exclusive jurisdiction over any dispute arising out of or in connection with this offer of Employment letter.

9. Indemnification

Employee will indemnify, defend, and hold harmless the Company, its affiliates, and their respective directors, agents, successors and assigns from any and against all losses.



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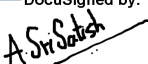


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10. Prior Agreements

This offer of Employment letter shall be in substitution for any subsisting agreement, service agreement or agreement of employment (oral or otherwise) made between Company and you and between any other Group Company/Affiliates/Client and you in relation to your employment which shall be deemed to have been terminated by mutual consent with effect from the offer/actual start Date. You warrant and agree that you are not entering into this offer of Employment letter in reliance on any representation not expressly set out in this document.

Regards,
H2O.ai Inc.

DocuSigned by:

0BE32E86081B436...

SRISATISH AMBATI
CEO and Co-Founder

Acceptance

In accepting employment with the Company, I hereby agree to abide by the terms and conditions set out in the above offer of employment letter and all policies and regulations of the Company as may be amended from time to time.

DocuSigned by:

560D89A6C0D74A4...

6/4/2021

Signature of the Employee

Date:

Name: Hriday Anup Purohit

Note: If you have any questions regarding this offer, please contact Human Resources. Otherwise sign and return your signed offer letter to Human Resources.



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Exhibit 2

Salary Structure		
Particulars	Monthly Amount (INR)	Annual Amount (INR)
Basic Salary	36,343	436,110
HRA	18,171	218,055
Special Allowance	18,171	218,055
Gross Salary	72,685	872,220
Gratuity	1,748	20,977
Employer Contribution to LWF	-	20
Total CTC	74,433	893,217
Professional Tax*		2,500
Labour Welfare fund**		10
Net Pay***	72,685	869,710

Note -1. Gratuity will be paid strictly as per provisions of Gratuity Act. This will be payable to eligible employees only after completing period as specified in Act.

Note - 2. Professional Tax would be deducted INR 2,500 p.a. i.e. INR 1,250 in September and INR 1,250 in March every year.

Note - 3. Labour Welfare Fund would be deducted INR 10 p.a.

Note - 4. Net pay amount should be after deducting applicable TDS as per Income Tax Act. TDS will be calculated on the basis of employee income and tax declaration and proofs submitted by him/her.



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22-Mar-2021

Dear Mahek Shivnani,
B.Tech/B.E., Biotechnology
Thadomal Shahani Engineering College, Mumbai

Candidate ID – 15074097

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs. **450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

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

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

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

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Principals Office, Mumbai - 400 050

3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

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

Signature:

Date: 01/04/2021

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Bandra, Mumbai - 400 050



Compensation and Benefits

Name: Mahek Shivnani **Designation:** Programmer Analyst Trainee

SI. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

[Handwritten Signature]

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

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

Leave & Vacation:

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

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

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

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Provident Fund Wages:

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

Employees State Insurance:

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

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.



Dr. G. T. Thampi
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Bandra, Mumbai - 400 050





Date: 1/06/21

Dear Ruchit Shah

Congratulations! We are delighted to offer you the position of “**UI/UX Designer**” at our company. The other terms and conditions are as follows.

Roles and Responsibilities:-

Date of Joining:- 1st June 2021

- UI/UX Designing
- Storyboarding

Probation and Confirmation:-

You will be required to serve a probationary period of 3 (Three) months from the date of your joining. The Company reserves the absolute right to extend or shorten your probationary period. Your confirmation as a permanent employee is subject to the satisfactory performance, good conduct, behaviour and adherence with the terms of this Appointment Letter and the policies and procedures of the Company.

Compensation Details:-

Your Annual Compensation (CTC) will be **INR 7 Lacs /-(Rupees Seven Lakhs Only)**

Which includes **INR 1 Lacs (Rupees One Lakhs Only)** compensation in the form of subscription to designing software like Adobe Suite.

Notice Period:-

Your notice period for the company is 15 days. You will be required to get written consent from the undersigned Company’s representative 15 days prior to leaving the company.

House No B 46, Bencinar Township, Kota.

Pincode - 324001, Rajasthan.

Dr. G. T. Thampi PRINCIPAL webmaster@elixarsystems.com

Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.



www.elixarsystems.com



Declaration:-

During your employment, you will have an access to Company's clients ("Client Information") and confidential information ("Information").

You agree that you will keep all this Information and Client Information strictly confidential and will not share it with anyone outside the Company. You will not use it for your own benefits and on completion of the employment, you will return documents, equipment, and all property of the Company.

By accepting this offer, you agree that throughout your employment, you will observe all policies and practices governing the conduct of Company's business and employees, I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to Ahmad Faraaz (faraaz@elixarsystems.com). If you have any questions, please contact +91-7080242444.

Best Regards,

Name Ahmad Faraaz

Designation Co-Founder, Elixir Systems Pvt. Ltd

EMPLOYEE'S DECLARATION

I accept the above terms and conditions

Name: Ruchit Shah

Sign:

Date: 1/06/21



House No B 46, Bencolar Township, Kota.
Pincode - 324001, Rajasthan.

Dr. G. T. Thampi
PRINCIPAL

Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.

webmaster@elixarsystems.com
www.elixarsystems.com

07 April 2021

Ms. Siddhi Suryakant Malve
05, Sapta Shrunji Krupa, Shri Sant narhari
nagar,dasak jail rd nashik rd, Nasik, 422101

Your appointment as Analyst in Technology Consulting

Dear Siddhi,

With reference to your application and the subsequent interview(s) you have had with us, we are pleased to confirm your appointment for the above position in **Ernst & Young LLP** subject to the following terms and conditions. Further, we understand that you have appeared / will be appearing for Final exams. This appointment is subject to you clearing said exams. In case you are unsuccessful this appointment will automatically be void.

1. Job Title

You shall be designated as **Analyst** in Band **6**.

The designation and band are for reference only and do not entitle you to any benefit other than as has been specified in this letter, or intimated to you in writing in respect, thereof. The Management retains the right at all times to change / modify / amend the titles/ designations or to rearrange the band structure, which may impact the above fact.

2. Annual compensation

- a. Your annual compensation including benefits, allowances, and perquisites, if any, payable by the Firm is **INR 4,25,000 per annum (Rupees Four Lakh Twenty Five Thousand Only)** only). A typical break up is provided as an Illustration in Annexure A to this Agreement.
- b. Besides this you will be eligible for Gratuity as per Payment of Gratuity Act, 1972. You may note that as per the Act provisions there is an upper limit of 20 Lakh.
- c. Your compensation will be subject to income tax as per the provisions of the Income Tax Act, 1961.

3. Date of joining

As agreed, you shall join the services of the Firm on **12 July 2021**.

4. Probation



You shall be on probation for a period of (6) months from your date of joining, the period of which may be further extended at the discretion of the Management. After completion of the probation period and subject to your performance your appointment shall be confirmed in writing.

5. Retirement

Your retirement age shall be 60 years.

6. Transferability

Your initial place of posting will be Mumbai - Dadar (Ruby). However, your services are liable to be transferred from one location to another, anywhere in India.

7. Notice period and termination

- a. During the probation period described above, either party may terminate the employment by giving one month's notice or one month's salary in lieu of notice, to the other party, subject to the release date being approved by the reporting partner.
- b. After confirmation of services, either party may terminate the employment by giving a minimum of 2 months' notice to the other party. The Firm may, at its discretion, with or without conditions, agree to waive off this notice period requirement of 2 months, either wholly or partly.
- c. The Firm may terminate / suspend your services, at its discretion, at any time immediately upon written notice to you, if it has been alleged and prima facie established, through preliminary internal enquiry that you have committed (i) any heinous criminal act or any offence involving moral turpitude (the term "Moral Turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general.), (ii) sexual harassment (adjudicated guilty as per the Firm's policy and local laws) or (iii) other act that threatens or is likely to damage Firm's reputation.

8. Recovery

In case you have been paid any amount at the time of joining, in lieu of notice pay re-imbursment or relocation reimbursement , the Firm will have the right to recover the full amount paid to you, in case, you decide to leave the Firm before completion of 12 months from your date of joining. For the purposes of this clause, the date of you 'deciding to leave' shall mean, the date of the resignation letter.

9. Code of Conduct and Policies

- a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavoring to the best of your ability to protect and promote the interests of the Firm.
- b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, work hours, dress policy, etc., as if these rules, regulations, policies et al, were part of this contract of appointment.


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Thadomal Shahani Engineering College
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- c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's intranet or through the Firm's newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading.

10. Confidentiality

- a. **Remuneration:** You shall at all times keep the details of your salary and employment benefits at the Firm strictly confidential, and shall not disclose such details to any other person within the Firm.
- b. **Use of Firm's name:** You shall use the Firm's name, logo, trademark or other identifiers strictly in the manner permitted by the Firm's policies, or for the purposes of provision of services delegated to you to the extent required. Upon termination of your employment with the Firm, you shall not use the Firm's name, logo, trademark or other identifiers in any manner other than what is already a matter of public knowledge, provided however, you will not be in breach of this clause if you make reference to the Firm's name solely to describe your former association with the Firm subject to the confidentiality obligations which the Firm might have undertaken in relation to any of its clients, vendors or other Firm's personnel.
- c. **Information:** You shall always maintain the highest degree of confidentiality with respect to the records, documents and other Confidential Information relating to the business of the Firm which may be known to you or confided in you by the Firm, its representatives, authorised personnel, vendors, sub-contractors, clients, etc., by any means and you will use such records, documents and information only in a duly authorised manner in the interest of the Firm. For the purposes of this clause, 'Confidential Information' means information about the Firm's business and that of its customers, sub-contractors, business partners or agents which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the Firm, its customer lists, employment policies, personnel, and information about the Firm's products, processes including ideas, concepts, projections, technology, manuals, drawings, designs, specifications, sales pitches, fees quotes, tender information, key personnel, customer contacts, thought leadership papers, resumes, records and other documents containing such Confidential Information, whether such information was disclosed to or accessed by you prior to or after the date hereof. You shall at all times, whether during or after the termination of your employment, act with utmost fidelity and not disclose or divulge Confidential Information to any third party or make use of any such information for your own benefit.
- d. At no time will you remove any Confidential Information from the Firm's offices without the permission of your reporting manager save and except for the purposes of performing the duties assigned to you in your capacity as an employee of the Firm. Upon termination of your employment with the Firm, or otherwise upon the Firm's request, you will immediately surrender to the Firm all files, books, magazines, reports, documents, manuals, audio and video tapes, discs, any knowledge databases entrusted to you, and any other data, information or material containing or reflecting Confidential Information. If the Firm requests, you shall also confirm in writing to the Firm that you have complied with this clause.
- e. You acknowledge and agree that disclosure of any portion of the Confidential Information or any breach of the provisions herein may result in irreparable injury and damage to the Firm which will not be adequately compensable in monetary terms, that the Firm will have no adequate remedy at law therefor, and that the Firm may, in addition to all other remedies





available to it at law or in equity, obtain such preliminary, temporary or permanent mandatory or restraining injunctions, orders or decrees as may be necessary to protect the Firm against, or on account of, any breach by you of the provisions contained herein, and you agree to reimburse the reasonable legal fees and other costs incurred by the Firm in enforcing the provisions of this Agreement. In addition, the Firm will be within its rights to (i) advertise for public knowledge / notice (ii) notify to your prospective employer or regulatory body, any impropriety or breach of confidentiality obligations hereunder, at its absolute discretion.

- f. Your duty to safeguard and not disclose, share or publish Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Firm.

11. Non- Compete

- a. You represent and warrant to the Firm that you are under no contractual, fiduciary, professional or other obligation or commitment that prevents you from entering into this Agreement, or is otherwise inconsistent with your obligations under this Agreement. If you were previously employed with another organisation, you represent and warrant to us that you have returned all property and confidential information belonging to any prior employer and do not have any outstanding issues/ unfulfilled employment obligation pending with your previous employer having legal ramifications / consequences for you or for us.
- b. During your employment with the Firm, you will devote your whole time, attention and skill for its business and you shall not, except with the written permission of the Firm, engage directly or indirectly in any other business, profession, occupation or other commercial activity, whether as a principal, agent, contractor, consultant or otherwise, whether full-time or part-time.
- c. You hereby agree not to directly or indirectly compete with the business of the Firm and its successors and assigns during the term of the Agreement and for a period of two years following the expiration or termination of this Agreement and notwithstanding the cause or reason for termination.
- d. You will have to seek prior permission from the Firm for any employment with a client of the Firm or any other organization working with a client of the Firm, whose assignment you have worked on directly.
- e. Subsequent to your separation from the Firm, for a period of twelve months, you will not without the consent of the Firm take up any job or assignment, either full time or otherwise, directly or indirectly for or on behalf of any other organization working with a client of the Firm, whose assignment you have worked on in the twelve months immediately preceding your separation from the Firm,.

12. Intellectual Property

In consideration of this Agreement and of the salary agreed to be paid in consideration hereof, you agree as follows:

- a. The Firm shall own (as its exclusive property, free from any obligations towards you) all Intellectual Property developed or conceived by you solely or jointly with others during the period of your employment; This includes but is not limited to Intellectual Property that

Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.





- is along the lines of the businesses, work or investigations of the Firm to which your employment relates or as to which you may receive information due to your employment
 - result from or is suggested by any work which you may do for the Firm
 - are otherwise made through the use of Firm's time, facilities or materials.
- b. Not to disclose or utilize in your work with the Firm, any Confidential Information of others (including any prior employers) or any inventions or innovations of others without express permission.
- c. To execute all necessary papers and otherwise provide proper assistance (at the Firm's expense), during and subsequent to your employment, to enable the Firm to obtain for itself or its nominees all patents, copyrights, or other legal protection for such Intellectual Property in any and all countries.

13. Personal Data

During the course of your employment with the Firm, you may provide the Firm with confidential data or information that can be linked to you personally, or otherwise personally identifies you, including but not limited to your financial information, email address, addresses, telephone numbers, shareholdings, physiological and/or mental health information, and medical records and history (your Personal Data). You acknowledge that the Firm may collect, use, transfer, store or otherwise process (Process) such Personal Data as required per the Firm's policies, to facilitate the conduct of the Firm's business, to conduct background checks, check conflicts or maintain independence, finance and accounting purposes or for quality and risk management purposes. The Firm will Process your Personal Data in accordance with applicable law and professional obligations and shall ensure that any service provider who Processes Personal Data on our behalf adheres to such requirements.

You hereby consent to the Processing of your Personal Data in the manner described above, whether by the Firm or any service provider on the Firm's behalf.

14. Miscellaneous

- a. The following annexures form an integral part of this Agreement:

Annexure A - Illustrative compensation break-up

b. **Additional Documents:** You may also be required to execute additional documents, declarations and/or deeds as (i) per the Firm's policy as may apply to you / your nature of services as well as (ii) per any requirement of law of the jurisdiction where you might be required to work as a part of your employment with us, depending upon your job requirements and/or (iii) per the requirement of any professional, industry or other regulatory body and/or (iv) to meet any specific client request and/or (v) per the Firm's exclusive discretion.

c. **Supersedes previous agreement:** This Agreement supersedes and replaces any existing Agreement between the Firm and you, relating generally to the same subject matter. It may not be modified or terminated, in whole or part, except in writing signed by an authorized representative of the Firm. This Agreement shall include all written deeds, documents, declarations, bonds and undertakings signed by you pursuant to and arising out of this

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document. Discharge of your financial undertakings (if any), in this Agreement shall be an obligation of your executors, administrators, or other legal representatives or assigns.

- d. **Severability:** If any provision contained in this Agreement is held to be invalid or unenforceable, the remaining provisions of this Agreement shall be construed as if such provision did not exist, and the unenforceability or invalidity of such provision shall not be held to render any other provision of this Agreement unenforceable or invalid.
- e. **Conditions precedent:** This appointment is valid subject to (a) your being medically fit, (b) your furnishing at the time of joining, documents in proof of your having been relieved by your present employer, and (c) our receiving satisfactory references on your background.
- f. **Privity of contract:** The terms of this Agreement may only be enforced by a party to this Agreement.
- g. **Governing law and dispute resolution:** This Agreement, including all matters relating to its validity, construction, performance and enforcement, shall be governed by and construed in accordance with Indian law. In case of any dispute in relation to this Agreement the decision of the Management of the Firm shall be final and binding.
- h. **Certificate of Practice:** If you currently hold a Certificate of Practice (CoP) issued by the Institute of Chartered Accountants of India, you hereby undertake to surrender the CoP with immediate effect, and provide us with evidence thereof. If you are a Chartered Accountant and do not currently hold a CoP issued by the Institute of Chartered Accountants of India, you hereby undertake not to apply for such CoP unless instructed or required by the Firm to do so.
- i. You will disclose any directorships, trusteeships or other personal appointments held by you. You will consult and inform the Firm's Risk Management team of appointments and will immediately surrender any prohibited position as advised by them and disclose the positions permitted per the Firm's policies on the Directorship Evaluation Tool (DET) within 15 days of your date of joining. You will further notify or obtain prior approval, as applicable, from the Risk Management team, for any changes in the appointments that you may hold in the future.

Please signify your acceptance of these terms and conditions of employment by signing the duplicate copy of this Agreement and return the same to us for the Firm's records.

Yours sincerely,

For Ernst & Young LLP

Anshula Verma

Authorised Signatory

I hereby accept the position and terms and conditions of employment offered.

Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai-400 050.





Smalve

Signature

Date

26th April, 21

Siddhi Suryakant Malve

Dr. G. T. Thampi
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Annexure A
Illustrative compensation break-up

Particulars	Annual Values (INR)
Salary Components	
Basic Salary:	253200.00
House Rent Allowance:	106800.00
Transport Assistance:	19200.00
Statutory Bonus:	0.00
Retirement Allowance:	0.00
Special Allowance:	0.00
Medical Expenses:	15000.00
Other Perquisites	
Firm's Contribution to Provident Fund:	30384.00
Year End ExGratia	416.00
Total Salary Cost (per annum)	425000



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Permanent Account Number (PAN) is mandatory for salary processing. If you do not have a PAN, then please apply for the same at the earliest.

1. Provident Fund (PF): This will be as per the Employee's Provident Funds and Miscellaneous Provisions Act 1952. If you are active member of PF, then it will be mandatory for you to opt for it. In case, if you are not opting for PF then same will be paid to you as Retirement Allowance.
2. Gratuity: You will be eligible for Gratuity as per the Payment of Gratuity Act 1972.
3. You will be covered under the Organization's Group Mediclaim Hospitalization Insurance.
4. At its sole discretion, the Organization may consider to take out group life insurance policy on lives of its employees to cover its risk of special protection liability in which case the amount paid by insurance company shall be in discharge of organization's liability to pay such lumpsum compensation and not in addition to organization's liability.

Details of all these policies will be made available to you at the time of your Joining.



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DOLAT CAPITAL MARKET PVT. LTD.

Corporate Member : The Stock Exchange, Mumbai (BSE), National Stock Exchange of India Ltd. (NSE), OTC Exchange Of India (OTC)
The Stock Exchange, Ahmedabad (ASE), The Delhi Stock Exchange Association Ltd. (DSE)

20, Rajabhadur Mansion, 1st Floor,
Ambalal Doshi Marg, Fort, Mumbai - 400 023
Tel.: (91-22) 2262 0539 / 2269 6791 / 92
Fax : 2265 0410 / 1278

Corporate Offices :

301-308, 3rd Floor, Bhagwati House, Plot A/ 19
Veera Desai Road, Andheri (West), Mumbai - 400 058.
Tel.: 91-22-2673 2602 / 2673 2603 / 2673 2604
6570 4167 / 68 / 69 / 70 / 71 Fax: 91-22-2673 2642

Email : dolatcapital@dolatcapital.com • Website : www.dolatcapital.com • CIN U65990 DD1993PTC009797

December 7, 2020

Offer of Employment with Dolat Group

Dear Tarun Kachhela,

It is my pleasure to extend the following offer of employment to you on behalf of Dolat Group further to the interview and discussions you have had with us. You are expected to join duly on 14/06/2021.

Dolat Group is pleased to offer you a position of Software Developer. You will be on a probation period of six months. We trust that your knowledge, skills and experience will be among our most valuable assets.

Offer stands cancelled in case of any deviations in information or if you fail to report to us on or before pre-decided date.

You will need to submit all your (original on demand for verification only) qualification documents, relieving documents and salary slip (if any) of last six months with a copy of each, on the date of joining.

There would be a bond of 2 years commencing from the date of your joining, if you break the bond you will have to pay us your 5 month's salary upfront as penalty.

Your paid holidays for a year are 21 working days calculated on pro-rata basis.

Accept Job Offer,

By signing and dating this letter below, I, Tarun Kachhela accept the job offer of a Software Developer by Dolat Group

Signature: _____

Date: 18/12/2020

Your yearly CTC will be 06.50 LPA (6LPA Fixed + 50K Variable) (Bifurcations are as in the given annexure)

Regd. Office : Office no. 141, Centre Point, Somnath, Daman - 396210, Daman & Div

DOLAT CAPITAL MARKET PVT. LTD.



Corporate Member : The Stock Exchange, Mumbai (BSE), National Stock Exchange of India Ltd. (NSE), OTC Exchange Of India (OTC)
The Stock Exchange, Ahmedabad (ASE), The Delhi Stock Exchange Association Ltd. (DSE)

20, Rajabhadur Mansion, 1st Floor,
Ambalal Doshi Marg, Fort, Mumbai - 400 023
Tel.: (91-22) 2262 0539 / 2269 6791 / 92
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301-308, 3rd Floor, Bhagwati House, Plot A/ 19
Veera Desai Road, Andheri (West), Mumbai - 400 058.
Tel.: 91-22-2673 2602 / 2673 2603 / 2673 2604
6570 4167 / 68 / 69 / 70 / 71 Fax: 91-22-2673 2642

Email : dolatcapital@dolatcapital.com • Website : www.dolatcapital.com • CIN U65990 DD1993PTC009797

Offer Letter Contd... ANNEXURE

Tarun Kachhela

Company Cost : 6.5 Lacs		
Salary Heads		
	MONTHLY	YEARLY
Basic Salary	19533.00	234396.00
HRA Allow	9767.00	117204.00
Convey Allow	1600.00	19200.00
CCA	13433.00	161196.00
	44333.00	531990.00
Fixed/Variables	B 4167.00	50000.00
Flexible Heads		
Food Coupon	1250.00	15000.00
LTA	1250.00	15000.00
MOTOR CAR Reimb	0.00	0.00
Prof Devpt Reimb	1000.00	12000.00
Telephone Reimb	1000.00	12000.00
	4500.00	54000.00
Medicclaim Policy	D	2000.00
Gratuity	E	12000.00
Allowences	F 0.00	0.00
TOTAL TAKE A To F	53000.00	650000.00

PN: Net take home may change subject to verifying your previous employer's salary & TDS if you are an active employee.
TDS on Fixed/Variables will be deducted at the time of its payment.
Gratuity base 5 years.
Flexible may be changed on request.
All in Rounded Figures.

We look forward to an enduring relationship with you.

Yours Sincerely,
JIGAR P SHAH – Dolat Capital



(Handwritten signature)

Dr. G. T. Thampi
PRINCIPAL

Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.



Name: Vinayak Mhatre

Mobile No.: 9920168990

Email ID: vinayakmhatre10@gmail.com

College / University: Thadomal Shahani Engineering College

Degree / Branch: B.E

Dear Vinayak,

It was great interacting with you during the campus interview process. We are pleased to let you know that you have cleared our selection process, accordingly we intent to offer you to be a part of the Zycus family.

Your intended designation would be **Business Development Associate** at Grade **4a** and we intend to offer you an annual compensation of **INR 650,000**.

Please note that this is not a formal offer letter. We will issue a formal offer letter to you on the date of your joining, and post successful completion of your final semester degree/diploma examination if any.

Further at the time of joining Zycus, you shall be required to complete the joining formalities, which includes acceptance of employment terms and conditions and other agreements.

For Zycus Infotech Pvt. Ltd

Authorized Signatory

DocuSigned by:
Sanju Laitonjam
4C98CC9C9C0A414...

Sanju Laitonjam
Director – Talent Acquisition

Authorized Signatory

DocuSigned by:
Yohan Godrej
A88A7300947B45A...

Yohan Godrej
Senior Executive – Recruitment Operations

I hereby accept the Letter of Intent and the terms and conditions provided in this letter.

DocuSigned by:
Vinayak
05F481F1DDA344B...

Name: Vinayak Mhatre

Date: 12/18/2020

Dr. G. T. Thampi
PRINCIPAL





Ernst & Young LLP
14th Floor, The Ruby
29 Senapati Bapat Marg
Dadar (West)
Mumbai-400 028, India

Tel: +91 22 6192 0000
Fax: +91 22 6192 1000
ey.com

Mr. / Ms. Aditya Bhastia
Thadomal Shahani Engineering College, Mumbai

8th July 2019

Offer for Analyst in Advisory - Risk

Dear Aditya

Congratulations!

We are pleased to offer you a position of an **Analyst in Advisory - Risk**.

- **Entity** : Ernst & Young LLP
- **Location** : Mumbai
The job location is tentative and you are liable to be posted at any location in India.
- **Fixed CTC** : **INR 4,25,000/- p.a. (Rupees Four Lakh Twenty Five Thousand per anum only)**
- **Date of Joining** : **To Be Decided**

We understand that you will be appearing for your **Final exams** this year. Your selection and this offer is subject to your clearing **Final exams in 2020**. In case you are unsuccessful in clearing the said exam, this offer will be automatically considered withdrawn and invalid. You will be required to submit your passing/clearing certificate for the said exam, for the confirmation of your appointment.

A detailed offer letter will be issued to you on your date of joining. Please sign and return the duplicate copy of this letter, as a token of your acceptance.

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

Yours sincerely,
for Ernst & Young LLP

Maharshi Mehta
Maharshi Mehta
Authorised Signatory

Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.



I hereby accept the position and terms and conditions of employment offered.

Signature Aditya Date 8/07/2019

Mr. / Ms. Aditya Bhastia

2019-12-23 21:40



Abhishek Mulchandani
A-304, Alankar Cooperative Housing Society
Near Venus Talkies, Ulhasnagar 421004 India

DBOI Global Services Pvt. Ltd.
Business Bay, Wing 2
Tower A, 6th, 7th, 8th floor
Off Airport Road, Yerwada
Pune – 411 006

CIN: U72900MH2005PTC158278

April 14, 2020

Employment Agreement

Dear Abhishek,

We are pleased to offer you employment on the terms and conditions set out below. Your employment will be with **DBOI Global Services Private Limited** (the “Company”). **DBOI Global Services Private Limited** is a company within the Deutsche Bank AG Group of Companies (“Group”).

1. General Information

These terms and conditions outlined in this employment letter (“Agreement”) as amended from time to time, together with the Company’s “General Terms and Conditions of Service” as laid out in Schedule I of this Employment Agreement and as laid out in the Company’s India Employee Handbook (“the Handbook”), the Deutsche Bank Group’s Code of Conduct and all applicable regulations and policies of the Company, form the basis of your employment.

You are also expected to comply with all other applicable Company’s regulations and policies (such as the Company’s India Employee Handbook and the Code of Business Conduct and Ethics), and any other policies or procedures specific to your business or infrastructure unit. These policies and requirements are considered by the Company to be reasonable and lawful directions that you are required to comply with under the terms of your employment with the Company. You should therefore familiarize yourself with, and abide by, all applicable Company regulations and policies.

If there are any inconsistencies between the terms of this Employment Agreement and the provisions of the Handbook as at the date of your acceptance of this Employment Agreement, the terms of this Employment Agreement shall prevail. However, please note that any subsequent variations by the Company to any terms, conditions, rules or regulations (including the terms set out in the Handbook) generally governing the members of the Company’s staff will prevail and be applicable to you.

2. Position

Your corporate title will be **Analyst**

Your functional title will be **Graduate Analyst - Technology**

Your local grade as per the internal grading system will be **Grade 6**

During your employment, you may be required to perform work for other companies within the Group.

3. Employment Location

Your employment will initially be based at **Pune**, although you may be required to perform your duties at other locations from time to time and to travel on Company’s business when the need arises, including overseas.

Dr. G. T. Thampi
PRINCIPAL

Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.





Abhishek Mulchandani

4. Hours of Work

You will be required to work nine (9) hours per day Monday through Friday including a one (1) hour break for lunch. Further, depending on the workload and business requirements, at any given time, you may be required to work in shifts and/or during weekends. You may also be expected to travel to other locations at times outside of your official hours of work. More details are available in the employee handbook.

5. Remuneration

Details of your remuneration and other benefits are provided in Schedule II.

Your salary will be paid in equal installments on a monthly basis directly into your company account. If you join the Company partway through a calendar year, your fixed pay will be pro-rated to reflect the portion of the year that you have started working for the Company.

Any payment of your salary or other sum due to you from the Company will be subject to any and all applicable withholding and/or other taxes payable and the Company will in such case be entitled to deduct or retain the amount of such tax from any sum payable to you. You will be solely responsible to pay all taxes and any other imposts as may be levied or assessed by any competent authority in any jurisdiction on any sums paid and/or other benefits provided to you by the Company.

You agree that the Company may deduct from your remuneration any sums due from you to the Company including, without limitation, your pension contributions (if any) and any overpayments, loans or advances (if applicable) made to you by the Company or any other company in the Group.

6. Notice Period


Corporate Title	Notice Period (in days)
Up to Associate (Local Grade 5)	60
AVP (Local Grade 4) and above	90

The Notice Period changes from 60 days to 90 days upon promotion from local grade 5 to local grade 4, as per the Company policy.

7. Other Conditions

Our offer and your employment are subject to:

- You completing, signing and returning the following forms to HR by the applicable date:
 - Personal information form (PIF)
 - Acknowledgement on Information Security
- You being free from any obligations owed to a third party which might prevent you from starting work on the commencement date;
- The information provided by you in relation to your employment by the Company regarding your background and/or previous employment being complete, accurate and not misleading in all respects and all information obtained by the Company in respect of you being fully satisfactory to the Company; and
- You holding or being granted the necessary approvals, regulatory registrations and/or licenses from the appropriate authorities for the performance of your duties (including a valid employment pass or work permit where applicable) prior to the commencement of your employment. Should there be any delay in your being granted such approvals, regulatory registrations and/or licenses (including where applicable an employment pass or a work permit), or should your application(s) in respect of the foregoing be rejected, your employment with the Company cannot commence and the Company will not be liable for any payment to you.


 Dr. G. T. Thampi
 PRINCIPAL
 Thadomal Shahani Engineering College
 Bandra (W), Mumbai - 400 050.








Abhishek Mulchandani

e) You having valid work authorization in India, including any one of the following:

- A valid Indian passport; or
- Voters id; or
- Notarized Nationality Declaration; or
- Overseas Citizen Of India card; or
- Work permit (Employment Visa) in the case of foreign passport holders

It is your responsibility to notify HR sufficiently well in advance in case of any change in your citizenship status or expiry of your work authorization documents.

The Bank reserves the right to alter your terms and conditions of employment at any time, including your duties and responsibilities.

This contract will be governed by and construed in accordance with the laws of India and the parties agree to submit to the non-exclusive jurisdiction of the Indian courts as regards any claim or matter arising under this contract.

Please indicate your acceptance of the above terms and conditions by signing and returning soft copy of this letter. **This offer will remain open for your acceptance for 10 days, post which the validity of the offer will be at the discretion of the Company.**

Yours sincerely,
DBOI Global Services Private Limited

**Authorized Signatory
Human Resources**

**Authorized Signatory
Human Resources**

Enclosures:

Schedule I: Company's "General Terms and Conditions of Service"
Schedule II: Remuneration & Allowance Details
Annexure I: Document Submission Guidelines

ACCEPTANCE

I accept the employment on the above terms and conditions including all terms and conditions as specified in Schedule I and Schedule II and Annexure I of this employment agreement.

06/07/2020

I confirm that I will report to work on _____, which shall constitute the date of commencement of my employment with the Company, unless the communicated date has been consented by the Company to be extended. The Company may withdraw the offer in case I fail to communicate the date of joining or fail to join on the communicated date.

Name: Abhishek mulchandani

Signature:

Date: 14 April 2020 | 11:48 PM SNST

**Dr. G. T. Thampi
PRINCIPAL**
Thadomal Shahani Engineering College
Bandra (W), Mumbai -400 050.



Abhishek Mulchandani



Schedule I: General Terms and Conditions of Service

1. Leaves

(a) Annual Leave - Your annual leave entitlement will be in accordance with the Company policy. The annual leave entitlement will be pro-rated in your first year or in any incomplete year.

(b) Sick Leave - Sick leave will be granted as per Company policy.

(c) Parental Leave and related benefits – The Company offers a gender neutral parental leave policy for new parents to better manage their responsibilities. The leave duration and the benefits mentioned below are in accordance with The Maternity Benefits Act, 1961:

- i. **Parental Leave:** 26 weeks of paid leave for the primary caregiver. The mother is assumed to be the primary caregiver of the child
- ii. **Adoption/ Surrogacy Leave:** 26 weeks of paid leave for the primary caregiver
- iii. **Maternity Expenses:** Maternity related medical expenses are provided as per the Group Hospitalization policy

More details on number of days and various types of leaves are available in the Employee Handbook.

2. Termination

(a) Termination with Notice


 Dr. G. T. Thampi
 PRINCIPAL
 Thadomal Shahani Engineering College
 Bandra (W), Mumbai -400 050.



From the commencement of your employment, the Company or you may terminate your employment by giving a notice in writing for a period as stated in clause "Notice Period" in this Employment Agreement. The Company may choose to terminate your employment immediately or by a period of notice shorter than the stipulated notice period by making a payment to you equal to your fixed pay for all or part of the notice period in lieu of that notice. For the avoidance of doubt, this does not confer any entitlement on your part to receive, nor impose any obligation on the Company, to make such a payment.

If the Company or you have given notice of the termination of your employment, the Company may direct you not to perform any of your duties, to remain away from the Company's premises and/or not to contact clients or other employees of the Company for all or part of the notice period. During this time, you will remain employed by the Company and therefore remain subject to your conditions of employment and you will continue to receive your salary and contractual benefits during the notice period.

(b) Termination without Notice

The Company may terminate your employment immediately and without notice or payment in the event that:

- you are guilty of serious misconduct
- you are guilty of a serious breach of the employment rules as set out in the Handbook
- you breach any fundamental term or condition of your employment
- you intentionally disobey a lawful and reasonable direction of the Company
- you conduct yourself in a way which, in the Company's reasonable opinion, may bring any member of the Group into disrepute
- you are convicted of a serious criminal offence or a criminal offence which, in the Company's opinion, consists of your ability to perform your duties, or
- the results of any background checks or searches conducted by the Company are deemed unsatisfactory to it in its absolute discretion





Abhishek Mulchandani



(c) Consequences of Termination of your Employment

If your employment is terminated for any reason:

- a) before you leave the Company, you must return all of the Company's property and confidential information and you must not retain any copies, extracts or reproductions of all or any part of that property or confidential information;
- b) you will continue to be bound by your employment obligations to the Company relating to the Company's confidential information and Intellectual Property (as defined in the Intellectual Property clause below);
- c) you must not make any statements (whether verbally or in writing) or do anything which might damage the reputation of the Group or interfere with the Group's relationships with its clients and customers; and
- d) you will resign from all or any offices which you may hold as a director or otherwise with the Company or a Group company and from all other appointments or offices which you hold as nominee or representative thereof. If you fail to do so within seven days from the termination of your employment, the Company is irrevocably authorized to appoint another person in your name and on your behalf to do any acts or things necessary or desirable to effect the same

(d) Retirement Age

The age of retirement with the Company is completion of 62 years.

(e) Non-Solicitation Obligations

During the course of your employment and after the termination of your employment, you shall be subject to the terms and covenants as set out below.

As you are likely to obtain in the course of your employment with the Company, trade secrets and/or other confidential information and since you have and/or are likely to obtain during the course of your employment with the Company personal knowledge and influence over customers and clients of the Company, for the protection by the Group of its businesses and, in particular, its confidential information, customer and client connections and the maintenance of a stable workforce, you agree and covenant with the Company and the Group collectively as set out below

I. Non-Solicitation

- A. you shall not during your employment and during a period of twelve (12) months from the date on which notice of termination of your employment is given either on your own account or in conjunction with, or on behalf of, any other person solicit or entice away or endeavor to solicit or entice away or assist any other person, whether by means of the supply of names or expressing views on suitability or otherwise howsoever to solicit or entice away, from the Group any individual:-
 - a. who is an employee or director of any member of the Group (of Grades 1 to 4 in accordance with the Group's internal grading structure or the equivalent category of employees under the Group's internal grading structure as amended from time to time); or
 - b. who is contracted to render services to the Company and/ or any member of the Group; and in either case with whom you have had business dealings during the twelve month period immediately preceding the termination of your employment with the Company, whether or not any such person would commit a breach of contract by reason of his leaving service

Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.





Abhishek Mulchandani

- B. You shall not during your employment and during a period of six (6) months from the date on which notice of termination of your employment is given either on your own account or in conjunction with, or on behalf of, any other person solicit, interfere with or entice away or attempt to solicit, interfere with or entice away any person who is a Restricted Client; and
- C. You shall not during your employment and during a period of six (6) months from the date on which notice of termination of your employment is given either on your own account or in conjunction with, or on behalf of, any other person have business dealings, directly or indirectly, with any person who is a Restricted Client
- D. However, you are not prohibited by any of these restrictions from seeking or doing business with a **Restricted Client** that is not in direct or indirect competition with the **Restricted Business**

For the purposes of paragraphs 1(B) to 1(D) above, **Restricted Business** means the activities of the operating division or company of the Group to which you are assigned and to whom you provide your services; and **Restricted Client** means any person, firm or company who or which on the date of termination of your employment or at any time during the twelve-month period immediately prior to the date of termination was a client or customer of the Group in respect of the Restricted Business and with whom or with which during that period you have had business dealings

- II. You agree that having regard to the facts and matters set out above the covenants herein contained are reasonable in all the circumstances for the protection of the Bank's legitimate interest including the trade secrets and/or other confidential information of the Bank/Company and the Group
- III. You acknowledge that the breach of any of the restrictions specified in paragraph 1 above by you will cause irreparable injury to the Company and/or the Group which could not be adequately compensated in monetary damages and shall entitle the Bank and/or the Group to all equitable remedies, including without limitation injunctive relief, specific performance and restraining orders. Equitable relief shall be in addition to all other remedies available to the Company and/or the Group
- IV. The benefit of each agreement and obligation set out above may be assigned to and enforced by all successors or assignee for the time-being carrying on the business of the Group and such agreements and obligations shall operate and remain binding notwithstanding the termination of your employment
- V. If any provision of these obligations after employment are determined to be illegal or unenforceable by any court of law or any competent governmental or other authority, the remaining obligations and the remainder of your contract of employment shall be severable and enforceable in accordance with their terms so long as your contract of employment without such terms or provisions does not fail of its essential purpose. You and the Company shall negotiate in good faith to replace any such illegal or unenforceable provisions with suitable substitute provisions, which will maintain as far as possible their purposes and the effect. If so required by the Company, you also agree to enter into separate covenants with any member of the Group to which you are assigned and to which you provide your services in a form identical to the covenants set out in this section in order to protect the legitimate business interests of the Group
- VI. For the purposes of this section, the Company is entering into these restrictions with you on its own behalf and as agent for and/or as trustee of the business of the relevant member of the Group to which you are assigned and to whom you provide your services

Abhishek



Abhishek Mulchandani

VII. Notification of Restrictions

You agree that in the event of your receiving from any person an offer of employment (whether oral or in writing and whether accepted or not) either during the continuance of your employment with the Company or during the continuance in force of all or any of the restrictions set out above you shall forthwith provide to the person making such an offer of employment a full and accurate copy of the post-termination restrictions set out above including details of any variations to them agreed with you on an individual basis; and if the offer is accepted, inform the Company of the identity of the person making the offer

VIII. During and after the termination of your employment, you will not without the express written consent of the Company disclose or use any confidential information relating to the business or affairs of the Company or any company within the Group, or its or their clients, including without limitation lists of clients, suppliers and employees, financial information including pricing information, administration and information systems, information about unique products and services and information relating to the business strategy of the Company or any entity within the Group

3. Other Employment

You will not engage in any other remunerative employment or accept any appointment as a director of any company outside the Group without the Company's prior written approval and, unless otherwise agreed by the Company in writing, all fees or other remuneration in respect of any such appointment will be for the account of the Company.

You will not during your employment be directly or indirectly engaged or concerned in the conduct of any business other than the business of the Group without the prior permission of the Company.

4. Compliance

The Company's rules, regulations and directions relating to employees, including the Group's Code of Conduct, which are now or may hereafter be in force, will apply to you and will be strictly complied with by you. You should therefore acquaint yourself with all Company rules and policies, which are applicable to you.

In particular, the Company attaches great importance to security, compliance and fair dealing procedures and your attention is drawn to the rules set out in the Group's Compliance Policies. You may be asked to disclose information as deemed necessary to comply with local regulatory requirements arising from the Company's business activities (including records relating to investments held by you and your connected persons), or which are otherwise consistent with market best practices of the Company.

Where applicable, you will also be expected to comply with any local compliance requirements of our overseas offices and all requirements (including any professional qualifications and standards of conduct) for obtaining and maintaining the necessary registration and license (or such exemption from registration and license) for the performance of your duties. A breach of the Group's Compliance policies or local compliance rules is a disciplinary offence that may justify summary dismissal.

In addition, you will at all times be conversant with and comply with any rules and regulations applicable to your specific area of work, such as (where applicable) the local Rules, Regulations and By-Laws. Violation of any of these rules, regulations or provisions may result in the immediate termination of your employment.

Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.





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5. Confidentiality

During your employment by the Company, you may learn trade secrets or confidential information, which relates to the Company and the Group. Unless you are required to do so in the proper performance of your duties, you must not:

- a) divulge or communicate to any person;
- b) use for your own purposes or for any purposes other than those of the Company or, as appropriate, any of its clients; or
- c) cause any unauthorized disclosure, through any failure to exercise due care and attention, of any trade secrets or confidential information relating to the Company (or any of the Group) or any of its or their clients. You must at all times use your best endeavors to prevent publication or disclosure of any trade secrets or confidential information

Confidential information includes but is not limited to lists of clients, suppliers, financial information including pricing information, administration and information systems, information about unique products and services and information relating to the business strategy of the Company or any other company within the Group.

If you are unsure about the confidential nature of specific information, you must seek your manager's advice and clarification. You will be subject to disciplinary action up to and including summary dismissal for any unauthorized disclosure of confidential information belonging to or related to the Company or any Group company. You understand and agree that your obligation of confidentiality survives termination of your employment.

You will promptly on demand or in any event upon when you cease to be an employee of the Company, return all confidential information including but not limited to documents, records, computer disks or other property in your possession or under your control belonging to the Company or any Group company or the clients thereof and you will not retain any copies thereafter.

In the same way that the Company's and its Group's confidential information must be kept confidential, the Company expects you to keep confidential the confidential information of your previous employers. During your employment with the Company, you must not use proprietary material, trade secrets or other highly confidential information or property obtained by you because of any prior employment without written authorization from the relevant organization.

6. Intellectual Property

For the purposes of this agreement, "Intellectual Property Rights" means any and all existing and future intellectual or industrial property rights (whether registered or unregistered) including, without prejudice to the generality of the foregoing, all existing and future patents, copyrights, design rights, database rights, trade marks, internet rights/domain names, know-how, confidential information and any and all applications for any of the foregoing and any and all rights to apply for any of the foregoing.

During your employment with the Company, you may either alone or in conjunction with others, generate or assist in the generation of documents, materials, designs, drawings, processes, formulae, computer coding, methodologies, confidential information and other works which relate to the business of the Company or any Group company or which are capable of being used or adapted for use therein or in connection therewith ("Works") and you agree that in respect of any such Works and all Intellectual Property Rights in relation thereto, you are obliged to further the interests of the Company and any Group company. Both the Works and the related Intellectual Property Rights will belong to and be the absolute property of the Company or any other person the Company may nominate.

You must immediately disclose to your Business Head all works and all related Intellectual Property Rights. You are required to assist the company and fully cooperate with it in every way to enforce the Company's right to execute whatever documentation is required to provide the Company with full ownership thereof.

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7. Accountability

You shall properly, diligently and honestly perform all the duties, which the Company may assign to you from time to time and shall faithfully account for and deliver to the Company all monies, securities or other property belonging to the Company, which may come into your possession, custody or control.

8. Data Protection

By signing this statement, you acknowledge and agree that the Company is permitted to hold personal information about you as part of its personnel and other business records, and that the Company may use such information in the course of the Company's business. Please note that this may include transfer and storage of your personal information at offshore data storage facilities.

You agree that the Company may disclose information about you to other Group companies or third parties (including cross border transfers) if the Company considers that to do so is required for the proper conduct of the Company's business or that of any of its associates. This Clause applies to information held, used or disclosed in any medium.

A handwritten signature in blue ink, appearing to be 'G. T. Thampi'.

Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.



A handwritten signature in blue ink, consisting of a stylized initial followed by a horizontal line.

A handwritten signature in blue ink that reads 'Abhishek'.

A handwritten signature in blue ink that reads 'Kishor'.

Abhishek Mulchandani



Schedule II

1. Remuneration and Allowance Details

- a) **Basic Salary:** Your Basic Salary will be INR **480,000** per annum, payable monthly.
- b) **Flexi Basket:** Your Flexi Basket will be INR **720,000** per annum.
- c) **Fixed Pay:** Your Fixed Pay, which consists of your Basic Salary and Flexi Basket, will be INR **1,200,000** per annum.
- d) **Retirals**
 - i. **Provident Fund:** The Company will make a contribution towards your Provident Fund as per the requirements of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952. You will also be required to make an equal contribution towards your Provident Fund.
 - ii. **Gratuity:** Gratuity will accrue as per requirements of the Payment of Gratuity Act, 1972

Flexi Basket

You can select your own benefit(s) as per your personal preference from a wide range of benefits that are applicable for your grade.

The different Flexi Basket options currently available across grades include House Rent Allowance, Meal Coupons (Sodexo), Leave Travel Allowance, Learning Development Allowance, Children Education Allowance and Children Hostel Allowance. Other Flexi Basket benefits like Fuel for Personal Car and benefits under Car Lease scheme are available at select grades.

You can make necessary allocations towards your selected benefits from the Flexi Basket, as per policy guidelines. The amount in Flexi Basket that remains unallocated, i.e., not utilized towards any benefit, will be paid to you in cash, through monthly payroll net of taxes in the form of Balance Supplementary Allowance.

On joining, you will be invited to make your Flexi Basket election on the Deutsche Bank intranet (HR Online). You will receive an email from TM Payroll within 4-6 weeks of your joining explaining the election process and timelines. If you do not receive this election email within 6 weeks of your joining, please write to hrdirect at hr.direct@db.com and also notify your HR Business Advisor immediately.

Further details on Flexi Basket are available in the Handbook. Please refer to the Handbook or get in touch with your HR Business Advisor for a detailed list and the policies governing the provision of benefits.

If you join the Company part-way through a calendar or fiscal year, your Basic Salary and Flexi Benefits will be pro-rated, as applicable, to reflect the period of your service with the Company in the relevant year. Any payment of your salary or other sum due to you from the Company will be subject to any and all applicable withholding and/or other taxes payable and the Company will in such case be entitled to deduct or retain the amount of such tax from any sum payable to you. You will be solely responsible to pay all taxes and any other imposts as may be levied or assessed by any competent authority in any jurisdiction on any sums paid and/or other benefits provided to you by the Company.

You agree that the Company may deduct from your remuneration any sums due from you to the Company including, without limitation, your pension contributions (if any) and any overpayments, loans or advances made to you by the Company or any other company in the Group.



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2. Variable Compensation

(a) Discretionary Variable Compensation

All employees are eligible to be considered for annual Discretionary Variable Compensation subject to the provisions set out below and the Variable Compensation Guiding Principles as each of these may be reviewed and amended from time to time at the discretion of the Company.

You may be considered for Discretionary Variable Compensation based on a number of factors including but not limited to (in no particular order of importance) the performance of the Company and, as applicable, the specific contribution of its component business units, your individual personal contribution and the need to retain you in employment within the Company.

You may be eligible for certain Discretionary Variable Compensation referred to as "Group Variable Compensation". Group Variable Compensation is discretionary variable compensation which is dependent on DB Group performance and is assessed and awarded in the sole and exclusive discretion of the Company.


Generally, Discretionary Variable Compensation is determined in the sole and exclusive discretion of the Company and may be made wholly or partly in cash, restricted equity, notional equity, restricted cash, or such other form as the Company may decide. The Company reserves the right to deliver a percentage (up to 100%) of all Discretionary Variable Compensation under, and subject to, any applicable DB compensation plans (restricted equity, notional equity, restricted cash, or in such other form as the Company may decide) that are in effect on the date Discretionary Variable Compensation is awarded. Such plans may provide for forfeiture of awards under such plans in certain circumstances. Discretionary Variable Compensation may be awarded or paid in any currency at the Company's discretion.


For the avoidance of doubt, you do not have a contractual entitlement to receive Discretionary Variable Compensation and any such Discretionary Variable Compensation in a given year will be at the absolute discretion of the Company and subject to regulatory requirements (as may be amended from time to time). Moreover, you will not receive Discretionary Variable Compensation if (for whatever reason) on the date on which Discretionary Variable Compensation is awarded in a given year, you are not employed within the Company or if you are under notice to terminate your employment (whether notice was given by you or the Company or if the Company considers your performance or conduct to have been unsatisfactory).

If, on the date on which Discretionary Variable Compensation is usually communicated and/or paid, you are subject to an investigation that may result in disciplinary (or other) action being taken against you, consideration of whether you are eligible for any Discretionary Variable Compensation will be delayed until the conclusion of that investigation and, if relevant, any subsequent disciplinary (or other) procedure. Although, for the avoidance of doubt, you will not be eligible for consideration of a Discretionary Variable Compensation if, at the conclusion of the disciplinary (or other) procedure, you are given notice of termination of employment.

You should note that if you work in a number of locations, generally for the purposes of tax reporting and withholding, the settlement of any Discretionary Variable Compensation awarded to you will be apportioned between the locations you have worked in during the relevant period. Depending on individual circumstances, participants may become subject to multiple withholding taxes including double taxation. By accepting this offer, you agree to comply with any arrangements specified by the Bank for the payment of any taxation (in any jurisdiction) by virtue of the settlement of any Discretionary Variable Compensation or portion thereof.

Any portion of Discretionary Variable Compensation awarded as a cash payment will usually be paid in March through the normal monthly payroll. Discretionary Variable Compensation in any other form, including an award under a DB compensation plan (restricted equity, notional equity, restricted cash, or in such other form as the Bank may decide), will be payable when such awards vest and will be delivered in accordance with the applicable DB compensation plan rules and Award Statement(s)





 Dr. G. T. Thampi

 PRINCIPAL

 Thadomal Shahani Engineering College

 Bandra (W), Mumbai - 400 050.



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3. Relocation

(a) Relocation Benefits

In accordance with the terms and conditions of appointment and if need arises out of job responsibility, employee is liable to relocate between various locations within India at the discretion of the Company. The relocation assistance is designed to assist employees in the new location.

Please refer to Employee Handbook for more details.

(b) Claw back of Relocation Benefits

If your employment is terminated (voluntarily i.e. by your resignation or involuntarily i.e. termination for a cause), within twelve (12) months from the employment commencement date at the new location, you will be required to pay back the cost borne by the Company (at gross) on account of the relocation i.e. travel, stay, and other relocation benefits, on a prorated basis. For every full month of service post relocation, the recovery will reduce by 1/12th the total recoverable amount. The above provisions will not apply in case of redundancy.

Abhishek

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4. OTHER BENEFITS

(a) Group Mediclaim and Hospitalization Policy

You and your dependents will be provided with medical insurance cover for expenses related to hospitalization on account of illness, disease or injury. Premium payout, tie up with health care firms and the Insurer shall be decided by the organization

(b) Group Term Life and Group Personal Accident Insurance Schemes

You will be covered under the Group Personal Accident Insurance & Group Life Insurance Policies in accordance with the Company's policy. Under each policy, the sum assured will be 36 months of your Fixed Pay, subject to your meeting all the Insurance Company's prevailing insurance / underwriting requirements.

Until confirmation by the insurance company that you have fulfilled these requirements, the sum insured will be the insurance company's discretion.

(c) Shift Allowance

Depending upon your role and shift supported (excluding general shift), you may be eligible for consideration of a Shift Allowance as per Company policy. The shift applicability is based on client requirements and will be based on the discretion of the Business. This policy is applicable only upto AVP level.

Please refer the Employee Handbook for more details. The Company reserves the right to alter any of the benefits and/ or terms and conditions associated with the same.

Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
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Abhishek Mulchandani



ANNEXURE I

1. Documents to be submitted post receipt of Welcome email

- (a) Personal Information Form duly filled in with supporting documents for Education and Employment except for the current employment.
- (b) Copy of Passport size photo with white background
- (c) Copy of Aadhaar Card and PAN is mandatory
- (d) Copy of Nationality Proof

2. Offer letter copy duly signed acknowledging acceptance of the offer. A signed copy of contract letter should be submitted within 10 days on the receipt of the offer notification email.

3. Documents to be submitted on the Date of Joining

- (a) DB Declaration Forms and Nomination Forms
- (b) Relieving letter / Service letter from the last employer / accepted copy of resignation letter on the letterhead / copy of full and final settlement.
- (c) 1 Passport size photo

4. Proof of documents – (Please send only copy of documents and not original).

- (a) Nationality proof - Copy of Passport / Voter ID / Domicile certificate
- (b) Education Check - Highest academic education and professional certification courses viz. CA/ICWA/ACS (with Registration/Membership number) - Provisional or Degree Certificate with complete mark sheets.

5. Employment Check – Relieving letter / Service certificate (on company's letterhead) with employee ID for below grades:

- (a) For VP & below: Last 5 years of employment documents
- (b) For Director & above: Last 10 years of employment documents


 Dr. G. T. Thampi
PRINCIPAL
 Thadomal Shahani Engineering College
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DBOI Global Services Pvt. Ltd.
Business Bay, Wing 2
Tower A, 6th, 7th, 8th floor
Off Airport Road, Yerwada
Pune – 411 006

CIN: U72900MH2005PTC158278

Reference Total Compensation Statement

Name **Abhishek Mulchandani**
Location **Pune**

This statement is intended to inform you of your 2020 Reference Total Compensation, as defined herein.
If you have any questions about this information, please contact your manager

Your annualised Reference Total Compensation shall be **INR 1,250,000** (based on a full-time working week and on the basis that you have been in employment for the entirety of the relevant performance year (1 January-31 December). Your actual Total Compensation for the relevant performance year will be based on, among other things, your hire date and your actual working arrangements for that performance year.

Reference Total Compensation describes the reference value of annual Fixed Pay and Variable Compensation for an employee who remains eligible for Variable Compensation at the time Variable Compensation is made for the relevant year when all performance expectations on Group, divisional and, individual levels, as applicable, are determined to have been satisfied by the Bank in its sole discretion and subject to the Group's affordability.

Reference Total Compensation is not, and should not be viewed as, any promise or guarantee to pay any particular level of Variable Compensation or Total Compensation. The actual Total Compensation may vary from (and be more or less than) Reference Total Compensation. Reference Total Compensation will be reviewed each year in the sole discretion of the Bank.

For the avoidance of doubt, employees do not have a contractual entitlement to receive any Variable Compensation. Variable Compensation is determined at the absolute discretion of the Bank (including, without limitation to, employee's conduct and performance) and subject to regulatory requirements (as may be amended from time to time). Employees must continue to be employed by the Bank and not be under notice of termination of employment (for any reason and whether given by the Bank or the individual) at the relevant date that Variable Compensation is awarded.

ALL COMPENSATION INFORMATION (INCLUDING THE INFORMATION IN THIS STATEMENT) IS STRICTLY CONFIDENTIAL.

Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.





Ref: NN-TE/773B

3rd March, 2020

To,
Mr. Aniket H. Bhagat
31, Triveni Sangam, MB Estate,
Kalavati Mandir,
Virar (West) - 401 303.

Dear Mr. Bhagat,

This has reference to your application and subsequent discussions you had with us, we are pleased to offer you the position of "Trainee Engineer - Process" in our organisation as per the terms and conditions agreed with you, provided you are found medically fit by our Company's doctor.

The letter of appointment detailing the terms and conditions will be issued to you on your joining our organisation. You would endeavour to join duties at the earliest but in any case not later than 01.07.2020.

Please note that your appointment is subject to your successfully passing the FINAL ENGINEERING DEGREE EXAMINATION in the first attempt. You should submit the copy of the Final semester mark sheet as well as passing certificate latest by end of September 2020.

Please sign and return the copy of this letter as a token of acceptance of the aforesaid terms and conditions.

We welcome you and wish to have a longer association with TCMPL.

You are advised to bring following documents at the time of joining.

1. Proof of date of birth
2. Testimonials
3. Copy of passport
4. Copy of PAN Card
5. Copy of Aadhar Card
6. Coloured photographs (White Background-In Formal Attire) (5 Nos.PP Size)

Thanking you,

Yours faithfully,
For TECNIMONT PVT. LTD.

Nitin K. Narvekar
Sr. General Manager - HR



Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.

Ref: GANIT/HR/CR/2020/

Date: 02 | MAR | 2020

Name: DEEVANSHU KHATRI

Email:

Phone: 7977987138

Dear

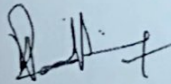
Congratulations. Welcome to the exciting world of Data Science!

We are pleased to offer you the role of Data Analyst. You are offered an annual compensation (CTC) of INR 4,70,000/- (Rupees Four Lakh Seventy thousand only). You will receive an email with instructions for the on-boarding process.

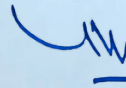
In case of any queries that you might have please feel free to contact the recruitment team of GANIT at campus@ganitinc.com

Welcome to Ganit and wish you an exciting career with us!

Yours Sincerely,
For Ganit Business Solutions Pvt. Ltd.,



Hariharan R
Co-Founder



Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.





visible alpha

Solutions India Pvt Ltd

August 05, 2019
Divakar Pandey
Mumbai

Sub: Offer of Employment for the position of Software Engineer I

Dear **Divakar**,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Software Engineer I** in our Company and base location being **Mumbai** as per the agreed terms and conditions.

You will draw a total salary package of **INR 6,00,000** /- per annum. (The breakup is enclosed)

This Offer Letter is at anytime valid subject to successful completion of your academic degree on the basis of which this offer intent has been rolled. In case of unsuccessful attempt, the offer will be termed null and void with immediate effect. Dues if any then will be cleared.


You are required to join the service on or before **June 08, 2020**.

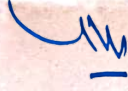
Notwithstanding anything mentioned above, this offer letter expires on **June 09, 2020**. You will receive your appointment letter on joining the company.

Please sign the copy of this letter as a token of your acceptance and return the same immediately.

We hope our association will be a long and mutually beneficial one.


Yours faithfully
For Visible Alpha Solutions India Pvt. Ltd.,


Anil Pereira
Associate Vice President - HR


Dr. G. T. Thampi
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Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.



I am pleased to accept your offer of employment.

Signature:  Date: 06/08/19 Expected DOJ: June 08, 2020

Date: 29-Oct-2020

Divesh Kukreja

Letter of Internship

Dear **Divesh**

It is our pleasure to offer you the position of **Trainee Software Engineer** at Iksula. We hope to make a long-term association based on trust, professionalism and high standards of performance.

Stipend:

Your total Stipend will be Rs. 29,167/- per month.

Joining Date:

Your joining date will be **02-November-2020. (Internship Period – 24 Months)**

Other Terms:

The company could for reasons professional, ethical or performance related, relieve you from your services by giving a notice of **30 days** or by giving the salary in lieu of the notice. You may also terminate service from your side by giving the same notice to the company. In case of a gross misconduct, the company reserves the right to terminate your employment with immediate effect and the company retains the right to withhold all settlement amounts and correspondences.

We look forward to a long and mutually rewarding association with you. Please do not hesitate to contact the undersigned if you have any queries regarding any aspect of this offer or for assistance prior to coming on board.

Please acknowledge your acceptance of the offer.

Yours Sincerely,

For Iksula Services Pvt. Ltd.




Dhruba Jyoti Basu
COO & Director



Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.



15 Sep, 2020

To,
Ms. Divya Prabhu,
Mumbai.

Subject: Your Appointment in Krishagni Solutions.

We are pleased to inform you that you have been confirmed as an employee in our company as a "Member of Domain Staff" starting from 01 October 2020.

Salary Breakdown

Component	Monthly
Basic	₹10,500
HRA	₹6,000
Commuting allowance and medical allowance	₹3,050
Special Allowance	₹10,450
Gross Monthly Salary	₹30,000
Gross Annual Salary	₹3,60,000


Note: Employee's Provident Fund (EPF) is optional. If opted, it will be adjusted within the above package.

Other benefits include:

1. Medical insurance for self and spouse.
2. Free breakfast, lunch, snacks, tea, coffee, etc
3. Unlimited training/books allowance.
4. Liberal work from home policy.

Please confirm immediately via email. Feel free to contact me in case of any questions.

Thanking You,



Srikanth Adiga,
C.E.O and Managing Director



Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.



JACOBS®

Jacobs Engineering India Private Limited

Jacobs House, Ramkrishna Mandir Road,
Kondivita, Andheri (E), Mumbai – 400 059 India
Tel.: 0091-22-2681 2000 Fax: 0091-22-2820 8295

REF: SPN/pns
DATE: 7 November 2019

Mr. Hasan Shahid
Maharashtra

Dear Hasan,

Further to the discussion you had with us, we are pleased to offer you the position of **Graduate Engineer Trainee** in our organization, with a stipend of **Rs. 33,000/-** per month.

Your formal appointment letter will be issued to you within a week of your joining. Please let us know your exact date of joining.

Kindly bring along with you, necessary certificates in original to enable us to check date of birth and qualifications for verification. Please also bring 1 stamp size and 2 passport size photographs on your joining date.

This offer is valid subject to medical fitness and background verification clearance.

The Company fully reserves the right to terminate your services in future if the information/ documents provided by you are found to be discrepant.

Please return the duplicate copy of this letter, duly signed, in token of your acceptance.

JACOBS ENGINEERING INDIA PRIVATE LIMITED

Sanjiv Nehete

Sanjiv Nehete
Sr. General Manager - HR

I ACCEPT

SIGNATURE:

H. Shahid

DATE OF JOINING:

10 Aug '20

Dr. G. T. Thampi

Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.



A group company of "Jacobs Engineering Group Inc."

Registered Office: Jacobs Engineering India Private Limited, Jacobs House, Ramkrishna Mandir Road, Kondivita, Andheri (E), Mumbai 400 059, India
CIN: U74210MH1900PTC014488 Telephone: 0091 - 22 - 2681.2000 Fax : 0091 - 22 - 28208295, Website: www.jacobs.com



HIGHWAY TO EXCELLENCE

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

accenturetechnology

To,

Name : Ridhi Prakash Bhandari

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ridhi Prakash Bhandari,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearing of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%

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Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.



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Bandra (W), Mumbai - 400 050.

marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential – 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"



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02-Jan-2017

Varsha Raju Nareja

**Bk no 1533,Room no 7,Section-29,Ulhasnagar-Mumbai, Maharashtra, India
7709798636**

Dear Varsha,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Delivery Centers for Technology, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the attached 'Terms of Employment'. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with Accenture is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process and applicable cut-offs communicated to you. You are required to score minimum 60% marks in each test to qualify the Accenture specific training program. If you are not able to score 60% in the first attempt, you are required to score 65% in the next 2 subsequent attempts of the same test to qualify the Accenture specific training program. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per the Terms of Employment clause 10.

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Additionally, on the date of joining the Company, you would be required to sign and agree to the terms and conditions of a Service Agreement. As per the terms of the Service Agreement, in the event you choose to leave the Company, before the completion of 14 months from the date of joining the Company, the Service Agreement amount of INR 75,000/- will be construed as debt due and payable by you to the Company. The clauses of this Service Agreement will not be applicable in cases where the Company may, in its sole discretion, elect to terminate your employment.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year, with an aggregate of 60% or more. This offer is also contingent upon us working together to determine an appropriate start date for your employment which will be communicated to you at a later date.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 60 days (sixty days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 60 days (sixty days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to the Company- <http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.


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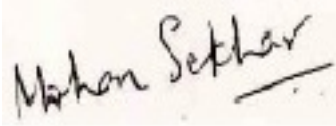


In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director – Delivery Centers for Technology in India

[Insert full legal name]



Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.



ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934
(C) Additional Benefits	
	Annual (INR)
Gratuity as per law[#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

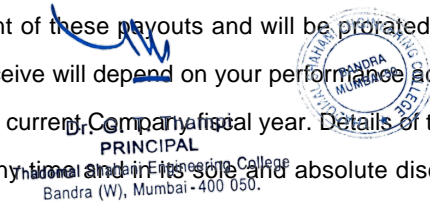
Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The payout that you receive will depend on your performance achievement and the performance of Delivery Centers for Technology, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.


 PRINCIPAL
 Dr. Company
 Bandra (W), Mumbai - 400 050.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above in approximation of your eligibility and final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.


Dr. G. T. Thampi
PRINCIPAL



From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)



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23-Feb-2018

Mayur Dilipkumar Rohra

Barrack No. 75/B, Room No. 4 Ulhasnagar, Thane

9011544733

Dear Mayur,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment


Dr. G. T. Thampi
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Thadomal Shahani Engineering College
Bandra (W), Mumbai-400 050.



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Version 5.0 (Feb 2018)

1

Candidate's Signature _____

Reference Id: 6417ef56-89fb-464c-817f-ac80dbe58f72_1
Signed By: Mohan Sekhar

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 42 days (forty-two days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 42 days (forty-two days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company- <http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

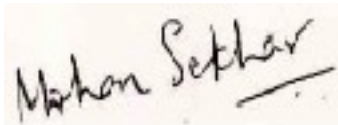
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India
Version 5.0 (Feb 2018)



Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.



[Insert full legal name]

Candidate's Signature _____

ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Additional Benefits	
	Annual (INR)
Gratuity as per law[#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

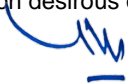
Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.


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Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The payout that you receive will depend on your performance achievement and the performance of the Advanced Technology Centers in India, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

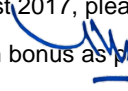
Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.


The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with Salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.


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Thadomal Shahani Engineering College
Parel, WVD, Mumbai - 400 050.



ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number



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03-Jan-2017

Haresh Savlani

Maharashtra, India-400101

9320765134

Dear Haresh,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Delivery Centers for Technology, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Dr. G. T. Thampi
PRINCIPAL

Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.



Your employment with Accenture will be governed by the attached 'Terms of Employment'. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with Accenture is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process and applicable cut-offs communicated to you. You are required to score minimum 60% marks in each test to qualify the Accenture specific training program. If you are not able to score 60% in the first attempt, you are required to score 65% in the next 2 subsequent attempts of the same test to qualify the Accenture specific training program. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per the Terms of Employment clause 10.

Additionally, on the date of joining the Company, you would be required to sign and agree to the terms and conditions of a Service Agreement. As per the terms of the Service Agreement, in the event you choose to leave the Company, before the completion of 14 months from the date of joining the Company, the Service Agreement amount of INR 75,000/- will be construed as debt due and payable by you to the Company. The clauses of this Service Agreement will not be applicable in cases where the Company may, in its sole discretion, elect to terminate your employment.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year, with an aggregate of 60% or more. This offer is also contingent upon us working together to determine an appropriate start date for your employment which will be communicated to you at a later date.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 60 days (sixty days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 60 days (sixty days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to the Company- <http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.


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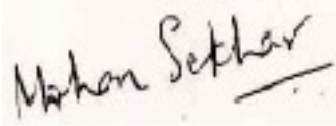


In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director – Delivery Centers for Technology in India

[Insert full legal name]



Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.



ANNEXURE - I
COMPENSATION & BENEFITS

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	Annual (INR)
Gratuity as per law[#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

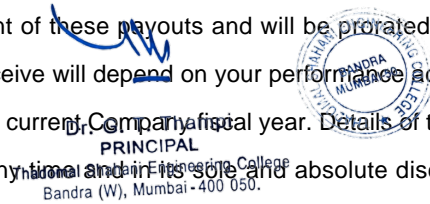
Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The payout that you receive will depend on your performance achievement and the performance of Delivery Centers for Technology, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.


 PRINCIPAL
 Dr. Company
 Bandra (W), Mumbai - 400 050.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above in approximation of your eligibility and final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.


Dr. G. T. Thampi
PRINCIPAL



From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)



Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.



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06-Mar-2018

Neelima Jagdish Lalwani

**A-1004, Apollo, Hiranandani Estate, Ghodbunder Road, Thane (West)-Thane, Maharashtra, India
9702228181**

Dear Neelima,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Version 5.0 (Feb 2018)

1

Candidate's Signature _____

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 42 days (forty-two days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 42 days (forty-two days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company- <http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

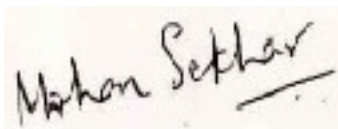
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

Version 5.0 (Feb 2018)

2


Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.

[Insert full legal name]

Candidate's Signature _____

ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Additional Benefits	
	Annual (INR)
Gratuity as per law[#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

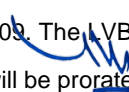
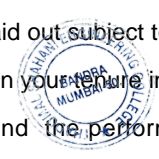
Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The payout that you receive will depend on your performance, achievement and the performance of the Advanced Technology Centers in India, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.



PRINCIPAL
 National Service Center
 Bandra (W), Mumbai - 400 050.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

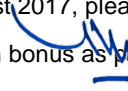
Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.


The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with Salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.


Dr. G. T. Thampi
Thadomal Shahani Engineering College
Parel, WVD, Mumbai - 400 050.



ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number



Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.



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23-Feb-2018

Honey Shankar Khushalani

**Block C59/354, Khushalani House, Near Bhatia Chowk, Ulhasnagar-5, Mumbai, Maharashtra, India
8097308445**

Dear Honey,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Version 5.0 (Feb 2018)

1

Candidate's Signature _____

Reference Id: f9a0acd4-9717-4334-89f4-cca8d93984f1_1
Signed By: Mohan Sekhar



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18-Jan-2017

Neha Dilip Gidwani

**GANESHI PALACE, FLAT NO.102, JHULELAL SCHOOL ROAD, OPP BK NO.548, ULHASNAGAR,Thane,
8888822155**

Dear Neha,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Delivery Centers for Technology, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai -400 050.



Your employment with Accenture will be governed by the attached 'Terms of Employment'. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with Accenture is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process and applicable cut-offs communicated to you. You are required to score minimum 60% marks in each test to qualify the Accenture specific training program. If you are not able to score 60% in the first attempt, you are required to score 65% in the next 2 subsequent attempts of the same test to qualify the Accenture specific training program. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per the Terms of Employment clause 10.

Additionally, on the date of joining the Company, you would be required to sign and agree to the terms and conditions of a Service Agreement. As per the terms of the Service Agreement, in the event you choose to leave the Company, before the completion of 14 months from the date of joining the Company, the Service Agreement amount of INR 75,000/- will be construed as debt due and payable by you to the Company. The clauses of this Service Agreement will not be applicable in cases where the Company may, in its sole discretion, elect to terminate your employment.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year, with an aggregate of 60% or more. This offer is also contingent upon us working together to determine an appropriate start date for your employment which will be communicated to you at a later date.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 60 days (sixty days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 60 days (sixty days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to the Company- <http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.


Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.

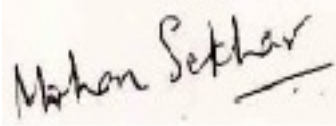


In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director – Delivery Centers for Technology in India

[Insert full legal name]



Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.



ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934
(C) Additional Benefits	
	Annual (INR)
Gratuity as per law[#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The payout that you receive will depend on your performance achievement and the performance of Delivery Centers for Technology, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

PRINCIPAL
Bandra (W), Mumbai - 400 050.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above in approximation of your eligibility and final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.


Dr. G. T. Thampi
PRINCIPAL



From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)



Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.



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23-Feb-2018

Sanjyot Umakant Mahajan

opposite petrol pump, holy stop, arnala, virar, Mumbai, Maharashtra, India

9762063187

Dear Sanjyot,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

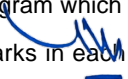


Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.



Dr. G. T. Thampi
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.



1489617 / ELTP / 2017

31-Jan-2017

Subject: Letter of Intent

Dear Saurabh,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform that you have been shortlisted for appointment as **Associate Software Engineer at Band U and Sub Band U1** in our Organization.

On joining you will be under **probation for a period of 6 (six) months** from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Indian Rupees 260,000 (Indian Rupees Two Hundred Sixty Thousand Only)**. Please refer to **Annexure - A**. Subsequent to your successful completion of probation, you will be eligible for an Annual Salary package of **Indian Rupees 325,000 (Indian Rupees Three Hundred and Twenty-five thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

In addition to your salary, you will also be entitled for a one-time Settlement Allowance not exceeding **Indian Rupees 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per the Company Policy. The detailed Terms and Conditions of your appointment shall be issued to you subsequently along with the offer letter.

At the time of joining, you are required to sign a service bond with our Organization. As per this bond, you will be required to serve the Company for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** towards damages to the Company.


You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

This Letter of Intent is valid subject to you being medically fit, completing your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% in HSC or equivalent course and minimum of First Class/60% in all other courses completed by you prior to your qualifying academic course, successfully completing any Company organized training imparted prior to your date of joining and also completing all necessary legal documentations pertaining to your employment.

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus joining Team on (mail id: Campusjoining@techmahindra.com) which in any case should not be later than **07-Feb-2017** failing which, this Letter of Intent shall stand withdrawn / cancelled automatically without any further notice.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



PK Sharma
Head - Resource Management Group

Received & giving
confirmation
with application id: ~~1489617~~

Lawaldeep



Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.




BNP PARIBAS

 The bank
for a changing
world

 14th December 2017

Mr. Saurabh Manwani

 UID: [REDACTED]
BNP Paribas India Solutions Pvt. Ltd.,
Mumbai

Dear Saurabh,

We are pleased to inform you that on successful completion of your probation, your services in BNP Paribas India Solutions Pvt. Ltd. have been confirmed with effect from 12th December 2017.

All applicable terms and conditions of service remain unchanged. Further, all rules and regulations as introduced or amended by the BNP Paribas India Solutions Pvt. Ltd. in the future, for employees shall apply to you.

We congratulate you, and trust you will continue to exhibit the same degree of enthusiasm and commitment to this organisation of which you are an integral part.

Kindly sign and return the duplicate copy of this letter in token of having received this intimation.

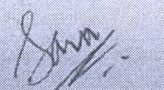
Yours sincerely,

For BNP Paribas India Solutions Pvt. Ltd.,

 Swadha RANIWALA
Senior Vice President-Human Resources

 Alka DAVE
Assistant Vice President-Human Resources

In agreement:

 Mr. Saurabh Manwani
 

 Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.

BNP PARIBAS INDIA SOLUTIONS PRIVATE LIMITED

CIN: U72200MH2005PTC151511

Regd. Office: Infinity Building No. 4, Unit No. 801, 6th Floor, Off Film City Road, Malad (East), Mumbai-400 097, INDIA.

 Tel: +91 22 6783 1000 Fax: +91 22 6783 1820 Website Address: <http://indiasolutions.bnpparibas.com>

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More



Saurabh



Shazia HASAN <shazia.hasan@ext.asia.bnpparibas.com>

to me, Pooja, Rupesh, Shravani, Dhvani, Shoab

Hi Saurabh,

Congratulations!! We are pleased to extend the soft copy of the formal offer letter

We appreciate the time you spent with us during selection process and look forward to

Please acknowledge the receipt of this email and do feel free to reach out to me

Thanks & Regards,
Shazia Sajwani
Human Resources
BNP Paribas India Solutions Pvt Ltd.
Mumbai, India
Extn: 022 6783 2162

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Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.



Ref: NPRR/NP15/2017/10052928

Date: 17.04.2017

Ms. Shraddha Vengurlekar

6/C/8, Saptarshi Society, Viva College Rd, Virar West
Thane 401303

Dear Ms. Shraddha Vengurlekar,

Subsequent to our discussions, we are pleased to offer you employment as "**Associate**" in the Job Role "**Executive 2**" on the following terms and conditions:

01. PLACE OF POSTING:

Your initial posting will be at **Reliance Corporate Park**.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

You will join us as soon as possible but not later than **03.07.2017**.

02. COMPENSATION:

i. Fixed Pay: Rs. 2,63,883/- (Rs. Two Lakh Sixty Three Thousand Eight Hundred Eighty Three only) per annum.

This includes Basic Pay and other allowances, benefits, perquisites etc as per the compensation policy of the company

ii. Retirals: Rs.16,117/- (Rs. Sixteen Thousand One Hundred Seventeen only) per annum

This includes Provident Fund and Gratuity as and when applicable (company's contribution @ 12% of Basic Pay, and 4.81% of Basic Pay, respectively).

Note: Aggregate of Fixed Pay and Retirals is Committed Pay as per applicable rules (refer Annexure 1A)

iii. Performance Linked Incentive (PLI): Rs.30,800/- (Rs. Thirty Thousand Eight Hundred only) per annum (maximum payout) (This is the maximum payout at Performance Level "Significantly Exceeds Expectations")

performance linked incentive, and is the variable component of the compensation. This will be determined on the basis of your individual performance, your business unit performance, and overall Reliance performance as determined by the Central Apex Committee.


Dr. G. T. Thampi
PRINCIPAL

Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.



Textronics Design Systems (I) Pvt. Ltd.

EL-109, 2nd Floor, TTC Electronic Zone, MIDC, Mahape, Navi Mumbai - 400710. India.
Tel: 91-22-27615510 / 27615516 / 27615880 . Fax: 91-22-27615510
E-mail : info@textronic.net, textronic@vsnl.in | www.textronic.com



Date: 21st December, 2017

To,

Mr. Vishal Malani

Flat No. 304, Sakhalkar Building,
Oppo. Gavli Hospital, Rabale,
Navi Mumbai - 400 701.

Sub: OFFER LETTER

Dear Vishal,

We are pleased to offer you an appointment in our organization as **Jr. Infra Executive** with effect from **22nd December 2017**. You will be based at our Navi Mumbai office.

The terms and conditions of your appointment will be communicated to you on acceptance of our offer.

You will be paid a consolidated salary of Rs.10,000/- per month. You will be on probation for a period of **Three** month, post which you will be confirmed.

Your offer has been made based on information furnished by you. However if there is any discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

On the date of joining, we request you to carry the following documents:

1. Passport / Ration Card copy / Permanent Address proof
2. 2 passport size photographs
3. PAN Card copy
4. Educational Qualification Certificates

Please sign and return duplicate copy of this letter in token of your acceptance.

Welcoming you and wishing you the best for a meaningful and mutually beneficial association with the organization.

Yours truly,

For Textronics Design Systems (I) Pvt. Ltd.,

Mr. Mukesh Sethia
HR, HOD

Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.



CONTRACT LETTER

Dated: 8th June 2017

Ms Vridhi Narang

We appreciate your interest in providing your Services (*defined* below) as a **Business Development Executive** (“**BDE**”) to Haygot Education Private Limited, a company incorporated under the Companies Act, 1956 and having its registered office at 4th Floor, B wing, Raheja Plaza, Ghatkoper West, Mumbai-400 086 (“**Company**”), on the terms and conditions as contained in this engagement letter (“**Agreement**”). This Agreement records the terms and conditions agreed to between them in respect of the Services and certain rights and obligations *inter se* the Company and the Sales Associate. The Company and the BDE may be individually referred to as a “**Party**” and collectively as the “**Parties**”.

1. SCOPE OF THE AGREEMENT

- 1.1. Subject to the terms and conditions of this Agreement, the Company appoints the BDE to render the Services as set out hereinbelow and the BDE accepts the appointment:
- To provide counselling to the students preparing for entrance exams for engineering colleges and institutions in India through the digital modules and the courses offered by the Company.
 - To prepare the materials which would be required to counsel the students.
 - To provide the counselling to all the potential students as and when required by the Company.
- 1.2. The appointment shall be exclusive to the Company for a period of 6 (six) months, *i.e.*, from **8th June 2017 till 8th December 2017**. During this period, the BDE shall not render services identical or similar to the Services to any third party other than the Company.
- 1.3. The BDE shall provide the Services to the Company until the expiry of the above period, and the Company shall have the right to ensure that the obligations of the BDE are being performed according to terms agreed upon.

2. OBLIGATIONS OF THE BDE

- 2.1. The BDE shall act in strict compliance with all applicable laws and other requirements of any and all governmental authorities and shall obtain all permits, licenses or other consents necessary for the performance of his duties under this Agreement.
- 2.2. The BDE shall take due care and diligence in providing the Services to the Company and shall ensure that under no circumstances are the Services below the industry standard.
- 2.3. The BDE shall physically visit the office(s) of the Company as directed by the company from time to time, for the purpose of conducting meetings with the management personal of the Company that the Company may designate for this purpose. The BDE shall, in addition to the preparations requested by the Company, also carry/prepare such data, presentations and explanations as may be deemed necessary by the Sales Associate.
- 2.4. The BDE shall perform the Services in a professional and competent manner, consistent with industry standards reasonably applicable to such services.

www.toppr.com

Haygot Education Private Limited

Supreme Business Park, Hiranandani, Powai - 400 076.

CIN : U80904MH2013PTC241592

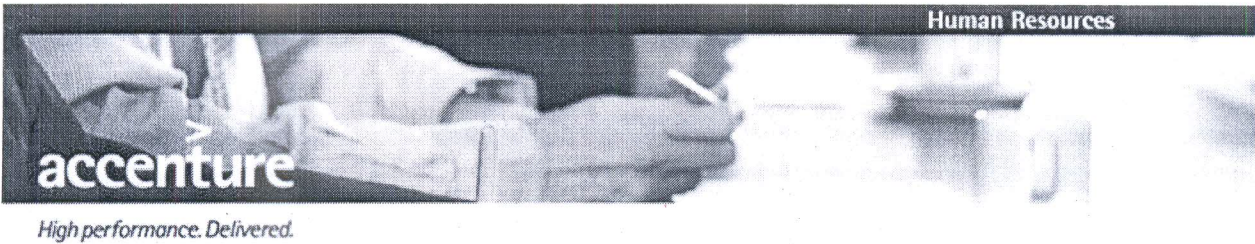

Dr. G. T. Thampi
PRINCIPAL

Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.









Strictly Private and Confidential

03-Jan-2017

Vrinda Goel

House No. 2, Godavari Building, BSNL Complex, Opp SNTD, Juhu Road, Santacruz(W), Mumbai, Maharashtra, India
8655920260

Dear Vrinda,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Delivery Centers for Technology, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the attached 'Terms of Employment'. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with Accenture is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process and applicable cut-offs communicated to you. You are required to score minimum 60% marks in each test to qualify the Accenture specific training program. If you are not able to score 60% in the first attempt, you are required to score 65% in the next 2 subsequent attempts of the same test to qualify the Accenture specific training program. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per the Terms of Employment clause 10.

Version 3.1 (Dec 2016)

1

Candidate's Signature

Vrinda

Dr. G. T. Thampi
PRINCIPAL
Thadomal Shahani Engineering College
Bandra (W), Mumbai - 400 050.

