



Prof. Dr. Tanaji Sawant
B.E.(Elect.), PGDM,Ph.D
FOUNDER SECRETARY

Dr. Manohar Karade
Ph.D., UGC-SET, MBA-HRM
M.A.- ENG,B.Ed, DIT
Incharge Director

5.2: Student Progression

5.2.1: Percentage of placement of outgoing students and students progressing to higher education during the last five years

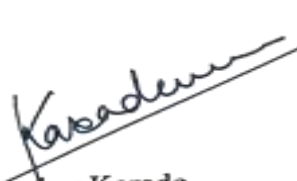
HEI Input

A.Y.	2022-23	2021-22	2020-21	2019-20	2018-19
Number of Students	99	91	74	75	64

Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order (the above list should be available on institutional website)

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S. No.	Items	Digital Page No.
1	List of placed students during the last five years	2-31
2	Placement order of students	https://jspmjsimr.edu.in/NAAC-Table/200.php




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Hadapsar, Pune - 411 028



JAYAWANT SHIKSHAN PRASARAK MANDAL'S
**JAYAWANTRAO SAWANT INSTITUTE
OF MANAGEMENT & RESEARCH, PUNE**

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5.2: Student Progression

Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order (the above list should be available on institutional website)

S. No.	Year	Name of student who has been placed	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	2022-23	SHANKET DASHRATH DHAYGUDE	MBA	IBM INDIA PVT LTD (+91-80-49139999)	17.67
2	2022-23	MANOJ DHAIGUDE	MBA	RANSDTAD	9.5
3	2022-23	SUNIL LINGAYAT	MBA	KOHLER	5.24
4	2022-23	SUHAIL SHAIKH	MBA	HOONAR TEKWURKS PVT LTD (020 7002 1068)	5
5	2022-23	DHANANJAY PATIL	MBA	HOONAR TEKWURKS PVT LTD (020 7002 1068)	5
6	2022-23	NIKHIL BAGESAR	MBA	HOONAR TEKWURKS PVT LTD (020 7002 1068)	5
7	2022-23	SACHIN JADHAV	MBA	BAHGALAKSHMI DAIRY FARMS (02133-280359)	4 + INCENTIVES
8	2022-23	KEDARNATH DONGRE	MBA	BAHGALAKSHMI DAIRY FARMS (02133-280359)	4 + INCENTIVES
9	2022-23	ROHIT CHOPADE	MBA	BAHGALAKSHMI DAIRY FARMS (02133-280359)	4 + INCENTIVES
10	2022-23	LAKHAN GARDE	MBA	BAHGALAKSHMI DAIRY FARMS (02133-280359)	4 + INCENTIVES
11	2022-23	BHUSHAN BHALE	MBA	BAHGALAKSHMI DAIRY FARMS (02133-280359)	4 + INCENTIVES
12	2022-23	GAURAV KOLTE	MBA	BAHGALAKSHMI DAIRY FARMS (02133-280359)	4 + INCENTIVES



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13	2022-23	POONAM BARI	MBA	PLASTIC OMNIUM (+912135675400)	4.2
14	2022-23	SHRIKANT VIJAYRAO KHANDARE	MBA	MSC SERVICE CENTER INDIA PVT LTD (+914471013450)	4
15	2022-23	DIPAK SHINDE	MBA	BLANCCO DIAGNOSTICS PVT LTD	4
16	2022-23	SHRUSHTI SASTE	MBA	BLANCCO DIAGNOSTICS PVT LTD	4
17	2022-23	SHIVANI RAJESHIRKE	MBA	MSC SERVICE CENTER INDIA PVT LTD (+914471013450)	4
18	2022-23	AKSHAY WALUNJ	MBA	MSC SERVICE CENTER INDIA PVT LTD (+914471013450)	4
19	2022-23	SHUBHAM SHINDE	MBA	MSC SERVICE CENTER INDIA PVT LTD (+914471013450)	4
20	2022-23	SHUBHAM PURUSHOTTAM BAKAL	MBA	MSC SERVICE CENTER INDIA PVT LTD (+914471013450)	4
21	2022-23	SWAPNIL SONAWANE	MBA	BLANCCO DIAGNOSTICS PVT LTD	4
22	2022-23	DHANSHRI KAILAS JUNGHARE	MBA	MSC SERVICE CENTER INDIA PVT LTD (+914471013450)	4
23	2022-23	ONKAR KANADE	MBA	BRANDESSENCE MARKET RESEARCH AND CONSULTING PVT LTD	3.93
24	2022-23	SHUBHAM PHUTANE	MBA	BAJAJ FINSERV (+91-20-30405060)	3.92
25	2022-23	AKHILESH MORE	MBA	BAJAJ FINSERV (+91-20-30405060)	3.92
26	2022-23	VIVEK MENDU	MBA	BAJAJ FINSERV (+91-20-30405060)	3.92
27	2022-23	DEVIKA JADHAV	MBA	DXC TECHNOLOGY (+91-44-22628080/ 22623880)	3.6
28	2022-23	MRUNALI LUTE	MBA	DXC TECHNOLOGY (+91-44-22628080/ 22623880)	3.6



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29	2022-23	ADSUL LAXMAN	MBA	DXC TECHNOLOGY (+91-44-22628080/ 22623880)	3.6
30	2022-23	AKSHAY SHINDE	MBA	DXC TECHNOLOGY (+91-44-22628080/ 22623880)	3.6
31	2022-23	PRATIKSHA DADAS	MBA	DXC TECHNOLOGY (+91-44-22628080/ 22623880)	3.6
32	2022-23	SNEHAL GUTTE	MBA	PROMPT PERSONNEL PVT LTD (+91-022-40549797)	3.5
33	2022-23	AKASH GHARGE	MBA	PROMPT PERSONNEL PVT LTD (+91-022-40549797)	3.5
34	2022-23	BHAWARTH DUMBRE	MBA	PROMPT PERSONNEL PVT LTD (+91-022-40549797)	3.5
35	2022-23	MAMTA WAHURWAG H	MBA	PROMPT PERSONNEL PVT LTD (+91-022-40549797)	3.5
36	2022-23	ASHUTOSH KAMBLE	MBA	SIGNIFY (+918866297000)	3.5
37	2022-23	NAYANA DHAWARE	MBA	SIGNIFY (+918866297000)	3.5
38	2022-23	JOSHI BHASKAR	MBA	SIGNIFY (+918866297000)	3.5
39	2022-23	GANESH VIJAY DAFAL	MBA	SIGNIFY (+918866297000)	3.5
40	2022-23	ANAMIKA RAVINDRA NIKAM	MBA	CARTRADE TECH LTD	3.3
41	2022-23	YUGAL GOKHALE	MBA	DELOITTE	3.3
42	2022-23	AKSHATA SHINGARE	MBA	VISHAY COMPONENTS INDIA PVT LTD	3.2
43	2022-23	ATHARVA SUNIL JOSHI	MBA	DOW CHEMICAL INTERNATIONAL PVT LTD	3
44	2022-23	MAHADEV MUSALE	MBA	POLLY INDUSTRIES (09422081705)	3



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45	2022-23	CHETAN BINAWAT	MBA	ASSET FINANCIAL CONSULTANTS PVT LTD (020- 24443541)	3
46	2022-23	ASMITA TILEKAR	MBA	ACE KITCHEN (098333 84876)	3
47	2022-23	AKSHAY MANE	MBA	ACE KITCHEN (098333 84876)	3
48	2022-23	AVINASH KHEDEKAR	MBA	PROSPERITY SHELTERS (8070006464/9850906400)	3
49	2022-23	SHASHANK KALOKHE	MBA	PROSPERITY SHELTERS (8070006464/9850906400)	3
50	2022-23	SHRADHA KIRAVE	MBA	ACE KITCHEN (098333 84876)	3
51	2022-23	SAURABH JADHAV	MBA	CAPGEMINI TECHNOLOGY SERVICES INDIA LTD (+ 020 7140 4200)	3
52	2022-23	ROHIT MEHTA	MBA	ACE KITCHEN (098333 84876)	3
53	2022-23	SHIVANAND BEDRE	MBA	HELPOVERSEAS IMMIGRATION SERVICES (020-67174100)	3
54	2022-23	CHINMAY BABREKAR	MBA	ASSET FINANCIAL CONSULTANTS PVT LTD (020- 24443541)	3
55	2022-23	MANSI BAHIRWADE	MBA	HUNGRYMIND LEARNING	3
56	2022-23	DISHA BAHULE	MBA	HELPOVERSEAS IMMIGRATION SERVICES (020-67174100)	3
57	2022-23	TEJAS CHAVAN	MBA	HELPOVERSEAS IMMIGRATION SERVICES (020-67174100)	3
58	2022-23	NIKHIL BHOSALE	MBA	ACE KITCHEN (098333 84876)	3
59	2022-23	GOVIND RAUT	MBA	PROSPERITY SHELTERS (8070006464/9850906400)	3
60	2022-23	VEDANT AHER	MBA	PROSPERITY SHELTERS (8070006464/9850906400)	3



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61	2022-23	MAYURI DILIPRAO PUNDGE	MBA	CAPGEMINI TECHNOLOGY SERVICES INDIA LTD (+ 020 7140 4200)	3
62	2022-23	RUCHIKA SANJAY HIWARALE	MBA	HELPOVERSEAS IMMIGRATION SERVICES (020-67174100)	3
63	2022-23	NIKITA RASKAR	MBA	BP BUSINESS SOLUTIONS INDIA PVT LTD	2.8
64	2022-23	SHURTI SAWAI	MBA	EXL	2.8
65	2022-23	AARTI NALAWADE	MBA	EXL	2.8
66	2022-23	PRAJWAL KUDE	MBA	BP BUSINESS SOLUTIONS INDIA PVT LTD	2.8
67	2022-23	PRITAM PRATAP NANDKHILE	MBA	EXL	2.8
68	2022-23	LEENA KHAIRNAR	MBA	EXL	2.8
69	2022-23	AMRUTA POPHALE	MBA	BP BUSINESS SOLUTIONS INDIA PVT LTD	2.8
70	2022-23	SARTHAK KAWALE	MBA	EXL	2.8
71	2022-23	PALLAVI SUBHASH BONGALE	MBA	BP BUSINESS SOLUTIONS INDIA PVT LTD	2.8
72	2022-23	SAYALI GUNAVARE	MBA	WNS EXTENDING YOUR ENTERPRISE (+91-2240952100)	2.74
73	2022-23	RAJESHWARI KATAKDHO N D	MBA	WNS EXTENDING YOUR ENTERPRISE (+91-2240952100)	2.74
74	2022-23	JANHAVI KADU	MBA	WNS EXTENDING YOUR ENTERPRISE (+91-2240952100)	2.74
75	2022-23	AMOL SURYAKANT ZOPE	MBA	WNS EXTENDING YOUR ENTERPRISE (+91-2240952100)	2.74
76	2022-23	NIKHIL GOTE	MBA	ECLERY (8082347490)	2.56



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77	2022-23	ONKAR KASHID	MBA	ECLERY (8082347490)	2.56
78	2022-23	KAJAL GAIKWAD	MBA	ECLERY (8082347490)	2.56
79	2022-23	ISHRAT NASIM ANSARI	MBA	ECLERY (8082347490)	2.56
80	2022-23	SANKET DEVIDAS SAWALKAR	MBA	STANCO	2.52
81	2022-23	AKASH DHONDE	MBA	KALINGA COMMERCIAL CORPORATION LTD (020-40111448)	2.52
82	2022-23	PRATIK PATIL	MBA	PROMPT PERSONNEL PVT LTD (+91-022-40549797)	2.5
83	2022-23	AKSHAY KAMBLE	MBA	WNS EXTENDING YOUR ENTERPRISE (+91-2240952100)	2.46
84	2022-23	RAHUL HUNDARE	MBA	PAMAC FINSERVE PVT LTD (+91-22192200)	2.45
85	2022-23	ABHISHEK JADHAV	MBA	PAMAC FINSERVE PVT LTD (+91-22192200)	2.45
86	2022-23	SHUBHAM GORAKH JADHAV	MBA	PAMAC FINSERVE PVT LTD (+91-22192200)	2.45
87	2022-23	SHIVHARI SURESH PURI	MBA	QUESS CORP LTD (18005723333)	2.41
88	2022-23	TUSHAR SHELAKE	MBA	QUESS CORP LTD (18005723333)	2.38
89	2022-23	PRUTHVIRAJ CHAVARE	MBA	QUESS CORP LTD (18005723333)	2.38
90	2022-23	PRADNYA SHINDE	MBA	QUESS CORP LTD (18005723333)	2.38
91	2022-23	AKASH PALASKAR	MBA	QUESS CORP LTD (18005723333)	2.38
92	2022-23	SAURABH GAIKWAD	MBA	THE MARKET REPORTS (+91-20-41314215)	1.8



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93	2022-23	DEVENDRA KISAN TAJANE	MBA	OVI ENGINEERS PVT LTD (+918605018439)	1.8
94	2022-23	SIDDHANT KADAM	MBA	THE MARKET REPORTS (+91- 20-41314215)	1.8
95	2022-23	VIRAJ SHINDE	MBA	DHI TECHNOLOGY (085301 19914)	1.8
96	2022-23	UTKARSHA GAWALI	MBA	DHI TECHNOLOGY (085301 19914)	1.8
97	2022-23	VIDYA DHAKATE	MBA	RIEMEN	1.56
98	2022-23	AJAY PAWARA	MBA	PRATIK PRAKASH SHAH & ASSOCIATES (7588407620)	0.6
99	2022-23	NILESH RAMESHWAR BHAGAT	MBA	PRATIK PRAKASH SHAH & ASSOCIATES (7588407620)	0.6
100	2021-22	ASHAY ARVIND DESHPANDE	MBA	RAGAS WORLD FILM & RECORDING	18
101	2021-22	SACHIN SOMNATH DEVKATE	MBA	PRINCIPAL GLOBAL SERVICES	10.8
102	2021-22	KAPIL KESHAVRAO SHINDE	MBA	INNOVSOURCE SERVICES PRIVATE LTD	9.94
103	2021-22	GANESH SHANTARAM LAMBHATE	MBA	MAHINDRA FORGING	9.04
104	2021-22	SMRUDDHI AVINASH GAIKWAD	MBA	OMICOM MEDIA GROUP	8.5
105	2021-22	AVTADE NIKITA NITIN	MBA	VERITAS	7.75
106	2021-22	PRAVIN DEVIDAS GAIKWAD	MBA	QUESS CORP LTD	7.72
107	2021-22	DIKSHA ANIL PATHRABE	MBA	TELUS INTERNATIONAL DIGITAL SOLUTIONS	7.7
108	2021-22	VRUSHALI SANGHRATN A SAWANT	MBA	TELUS INTERNATIONAL DIGITAL SOLUTIONS	7.7



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109	2021-22	MRUNAL KISAN SONAWANE	MBA	ULTRA PRECISION INDUSTRIES	7.5
110	2021-22	PRATIK DIGAMBAR TANPURE	MBA	MSC SERVICE CENTER INDIA PVT LTD.	7.5
111	2021-22	DHADAGE KOMAL MADHUKAR	MBA	FIS SOLUTIONS (INDIA) PRIVATE LIMITED	7.1
112	2021-22	BEDRE VINAYAK RAMCHANDR A	MBA	FIS SOLUTIONS (INDIA) PRIVATE LIMITED	6.93
113	2021-22	SNEHAL CHANDRAKA NT MASHALKAR	MBA	INFOSYS	6.9
114	2021-22	SHEETAL BALASAHEB ROKADE	MBA	BHUMI GREEN ENERGY	6.8
115	2021-22	PRASAD BIBHISHAN KADAM	MBA	REALIS CONNECT INDIA PVT LTD	6.6
116	2021-22	PAVAN GAJANAN KENDRE	MBA	CIPLA	6.6
117	2021-22	RISHABH MANOHAR RAJMANE	MBA	CUMMINS INDIA	6.5
118	2021-22	CHOPADE HARSHADA ASHOK	MBA	CUMMINS INDIA	6.5
119	2021-22	VIDHYA RAMESHRAO LONE	MBA	AXA BUSINESS SOLUTIONS PVT LTD	6.4
120	2021-22	SHIVAM RAGHUNATH MANE	MBA	TCS	5.8
121	2021-22	RADHA ASHOK POLISHI	MBA	WNS	5.3
122	2021-22	SMRUTI SANTOSH LOKHANDE	MBA	WNS	5.3



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123	2021-22	NAHIN KHAJULAL BAGWAN	MBA	INFOSYS	5.25
124	2021-22	PRANJALI PRAKASH JIBHENKAR	MBA	AMAZON PUNE	5.2
125	2021-22	ATHARV MARUTI MALI	MBA	COGNIZANT	5.2
126	2021-22	SWAPNIL KISAN ATOLE	MBA	USV PVT LTD	5
127	2021-22	SANKET VASANT GAIKWAD	MBA	GOVIND MILK & MILK PRODUCTS PVT LTD	5
128	2021-22	ADITYA BABASAHEB GORE	MBA	GOVIND MILK & MILK PRODUCTS PVT LTD	5
129	2021-22	SAKSHI ANILRAO CHOUDHARI	MBA	GOVIND MILK & MILK PRODUCTS PVT LTD	5
130	2021-22	POOJA KRUSHNA MANE	MBA	WNS	5
131	2021-22	NITEESH BALASAHEB ROKADE	MBA	GOVIND MILK & MILK PRODUCTS PVT LTD	5
132	2021-22	KAJAL CHANGDEV SHINDE	MBA	GOVIND MILK & MILK PRODUCTS PVT LTD	5
133	2021-22	JOSHI SNEHA SUNIL	MBA	WNS	5
134	2021-22	PATIL SWATI BHARAT	MBA	OMSHREE INDUSTRIES	4.8
135	2021-22	RUTURAJ UMESH NATH	MBA	ADITYA SALES CORPORATION	4.52
136	2021-22	SAURABH PADMAKAR KAMTHE	MBA	ADITYA SALES CORPORATION	4.52
137	2021-22	KHUSHAL GANPAT KAMDI	MBA	ASTER DEPENDABLE SERVICES	4.5



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138	2021-22	AKASH VASANT PATIL	MBA	ASTER DEPENDABLE SERVICES	4.5
139	2021-22	HARSHAD PRATAPRAO MORE	MBA	OMSHREE INDUSTRIES	4.5
140	2021-22	PRATIMESH GANESH HALKARE	MBA	TCS	4.5
141	2021-22	DNYANESHW AR RAVAN NAGARGOJE	MBA	VERITAS	4.5
142	2021-22	ADKINE NISHIGANDH A	MBA	OMSHREE INDUSTRIES	4.5
143	2021-22	BADHE VAISHNAVI PRAKASH	MBA	ASTER DEPENDABLE SERVICES	4.5
144	2021-22	SHUBHAM SHAMRAO KASHIDKAR	MBA	DRAEXLMAIER MFG.INDIA PVT.LTD.	4.3
145	2021-22	MALLAYYA GADAGAYYA MATHAPATI	MBA	IDFC FIRST BANK	4
146	2021-22	SANKET VASANT GAIKWAD	MBA	PROSPERITY SHELTERS	4
147	2021-22	RITESH ANANT ZOPE	MBA	INNOVSOURCE SERVICES PRIVATE LTD	3.8
148	2021-22	NILESH SHIVAJI THOMBARE	MBA	INNOVSOURCE SERVICES PRIVATE LTD	3.8
149	2021-22	KALYANKAR APURVA NANARAO	MBA	INNOVSOURCE SERVICES PRIVATE LTD	3.8
150	2021-22	TUSHAR VIJAY CHOUDHARI	MBA	CONNECTING TALENT	3.6
151	2021-22	VARAD WALCHAND MUNDHE	MBA	INNOVSOURCE SERVICES PRIVATE LTD	3.6
152	2021-22	RUTUJA BALAJI MATE	MBA	TSS CONSULTANTS PVT LTD	3.5



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153	2021-22	SIDAJI LAXMAN KAMBLE	MBA	TSS CONSULTANTS PVT LTD	3.5
154	2021-22	YASHODHAN DADASAHEB OMASE	MBA	TSS CONSULTANTS PVT LTD	3.5
155	2021-22	RAJPATHAK PALLAVI	MBA	WRUTH INDUSTRIAL SERVICES INDIA PVT LTD	3.5
156	2021-22	KULKARNI PRERANA MAHARUDRA	MBA	TSS CONSULTANTS PVT LTD	3.5
157	2021-22	PRACHI SUNIL BHOSALE	MBA	TECH MAHINDRA BUSINESS SERVICES	3.4
158	2021-22	PALLAVI GANESH AVAGHADE	MBA	CAPITA	3.36
159	2021-22	NIKITA SHASHIKANT KALE	MBA	Z.P.SCHOOL YAVAT NO.02	3.28
160	2021-22	CHAUGULE SACHIN VASANT	MBA	A BROADCOM COMPANY	3.1
161	2021-22	NISHA DILIP VARSHINDKA R	MBA	ADITYA BIRLA PVT LTD	3
162	2021-22	RAVINDRA MADHUKAR LOKARE	MBA	CORAZON HOMES PVT LTD	3
163	2021-22	SUSHIL VINOD BELWANSHI	MBA	CORAZON HOMES PVT LTD	3
164	2021-22	RASHI PANKAJ DIKSHIT	MBA	REMOTE STAR PVT LTD	3
165	2021-22	GAURI SANDEEP SHINDE	MBA	AMISEQ INDIA PVT LTD	3
166	2021-22	KRISHNA RAJGOPAL KARWA	MBA	CAPEGEMINI TECHNOLOGY	3
167	2021-22	AKASH BADRINATH ROTE	MBA	CORAZON HOMES PVT LTD	3



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168	2021-22	JAGTAP AAKANKSHA	MBA	ULTRA PRECISION INDUSTRIES	3
169	2021-22	ANIKET BALASO BHOSALE	MBA	ULTRA PRECISION INDUSTRIES	3
170	2021-22	VAISHNAVI AODHUTRAO LAWANKAR	MBA	ULTRA PRECISION INDUSTRIES	3
171	2021-22	POONAM BHAUSAHEB RAMGADE	MBA	CORAZON HOMES PVT LTD	3
172	2021-22	PAWAR CHAITRALI YUVRAJ	MBA	CORAZON HOMES PVT LTD	3
173	2021-22	RAVINDRA MADHUKAR LOKARE	MBA	CORAZON HOMES PVT LTD	3
174	2021-22	VINAYAK AMBADAS PENTA	MBA	ADITYA SALES CORPORATION	2.7
175	2021-22	TEJSWINI PRAKASH BOKIL	MBA	MAVIN PRO SOLUTIONS PVT LTD	2.5
176	2021-22	SACHIN DADARAO SHEGAR	MBA	TATA	2.5
177	2021-22	POOJA PRANESHRA O JOSHI	MBA	REALIS CONNECT INDIA PVT LTD	2.4
178	2021-22	PRASHANT SUDHAKAR SHINDE	MBA	ZYDUS INDIA PVT LTD	2.25
179	2021-22	GIRIGOSAVI ABHIJIT GANESH	MBA	EXL	2.15
180	2021-22	VAIBHAV SUHAS SHINDE	MBA	EPISOURCE INDIA PVT LTD	2.1
181	2021-22	SHUBHAM PRAVIN WANKHEDE	MBA	SAHAYADRI HOSPITAL	2.1
182	2021-22	PRAJAKTA RAVINDRA MAHALE	MBA	MONEY FINSERV	2.1



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183	2021-22	NIKHIL ANIL KUNDGAR	MBA	TIRUMALA FACILITY MGT.PUNE	2.05
184	2021-22	VISHWAJIT BHAGANATH AWATE	MBA	QUESS CORP LTD	1.8
185	2021-22	ROHAN RAVINDRA PATIL	MBA	TEAM LEASE SERVICES LTD	1.54
186	2021-22	PRATIKSHA RAMCHANDR A DHAINJE	MBA	SGMS MAINTENANCE SERVICES	1.32
187	2021-22	AFROSE ABUTALIB SIDDIQUI	MBA	BHARAT HIRE.COM PVT LTD	1.32
188	2021-22	SHOBHA SURESH SAPKALE	MBA	MANIK NEST PVT LTD	1.2
189	2020-21	BHAGAT PRIYA SANJAY	MBA	ACCENTURE	6.5
190	2020-21	GHODKE ANIRUDHA ATMARAM	MBA	ACCENTURE	6.5
191	2020-21	DALVI PRATIK	MBA	CORAZON HOMES PVT LTD	5.8
192	2020-21	YADAV VIJAY SUDHAKAR	MBA	CORAZON PVT LTD PUNE	5.8
193	2020-21	ADHIKARLA ASHWINI	MBA	CORAZON PVT LTD PUNE	5.8
194	2020-21	PATIL PAVANKUMA R	MBA	CORAZON PVT LTD PUNE	5.8
195	2020-21	SHINDE PRAJAKTA	MBA	CORAZON PVT LTD PUNE	5.8
196	2020-21	SHAIKH SALMAN	MBA	CORAZON PVT LTD PUNE	5.8
197	2020-21	MUNDE GANESH	MBA	NETFLEX SOFTWARE TECHNOLOGIES PVT LTD	5.8
198	2020-21	THOMBARE PREMNATH NANASO	MBA	SGMS MAINTENANCE SERVICE	5.4



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199	2020-21	BHOSALE SHUBHAM TANAJI	MBA	SGMS MAINTENANCE SERVICE	5.4
200	2020-21	KULKARNI PRACHI	MBA	HOONAR	5
201	2020-21	MASRAM ABHIJIT DEWAJI	MBA	HOONAR	5
202	2020-21	POWAR MADHAVI SHIVAJI	MBA	HOONAR	5
203	2020-21	SABALE UMA VASANT	MBA	SUZLON	5
204	2020-21	CHAVAN ISHWAR BAPU	MBA	SUZLON	5
205	2020-21	SUTAR SMRUTI SHEKHAR	MBA	AMAZON TEAM LEADER	4.9
206	2020-21	PARAB SIDDESH	MBA	WS BAKERS	4.6
207	2020-21	BHUSARA ASHWINI	MBA	ABACUS RESEARCH PUNE	4.5
208	2020-21	VAKTE ARCHANA PRABHAKAR	MBA	JSPM ENGG. STAFF	4.5
209	2020-21	VAIDYA NEHA SHARAD	MBA	SADHANA SAHAKARI BANK LTD	4.5
210	2020-21	CHAVAHAN VINAYAK MANIKRAO	MBA	SIGNIFY	4.5
211	2020-21	PATIL ANUP	MBA	SIGNIFY	4.5
212	2020-21	BHALERAO PRATIKSHA TULSIDAS	MBA	WNS	4.38
213	2020-21	BANKAR SACHIN KISAN	MBA	WNS	4.38
214	2020-21	OZA NIKHIL ASHUTOSH	MBA	WNS	4.38



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215	2020-21	MANORE GUNJAN DEEPAK	MBA	BRAND ESSENCE	4.2
216	2020-21	ALEKAR ASHISH PRAMOD	MBA	BRAND ESSENCE	4.2
217	2020-21	KAUTHALE RAHUL KASHINATH	MBA	BRAND ESSENCE	4.2
218	2020-21	LANDGE AKASH NITIN	MBA	JANALAKSHMI KHARADI PUNE	4.2
219	2020-21	MALEKAR SHUBHAM VIJAY	MBA	KION INDUSTRIES PVT LTD	4.2
220	2020-21	BHINGARDIV E RAHUL BALU	MBA	BLANCCO	4
221	2020-21	PUTTHA SHRIKANT JANARDAN	MBA	BLANCCO	4
222	2020-21	SHINDE BABASAHEB TEJMAL	MBA	BLANCCO	4
223	2020-21	BHELAKHE SNEHAL	MBA	VESPA - CHINCHWAD PUNE	4
224	2020-21	YELLAL SEEMA BAPURAO	MBA	SUNIL INDUSTRIES	3.9
225	2020-21	DOIJAD RAJESH LAXMAN	MBA	TITAN COMPANY	3.8
226	2020-21	RAMTEKE PRACHITA PRAFUL	MBA	TITAN COMPANY	3.8
227	2020-21	KUMARI NISHA	MBA	TITAN COMPANY	3.8
228	2020-21	BANDE PRAJWAL	MBA	TITAN COMPANY	3.8
229	2020-21	SHINDE PRASHANT	MBA	AXIS BANK WORLI MUMBAI	3.7
230	2020-21	DESHMUKH OMKAR SURESH	MBA	BILT (BGPPL) BHIGWAN - PUNE	3.6



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231	2020-21	DEVKAR PRITESH NAVNATH	MBA	MTHOOT FINANCE LTD	3.5
232	2020-21	KASAR DAYANAND	MBA	MTHOOT FINANCE LTD	3.5
233	2020-21	KALYANI SUPRIYA SHIVAJI	MBA	MTHOOT FINANCE LTD	3.5
234	2020-21	HALKARNI TAYSEEN RIYAJ	MBA	MTHOOT FINANCE LTD	3.5
235	2020-21	KUNDALE GITANJALI SUHAS	MBA	SHAREKHAN J.M. SHIVAJINAGAR PUNE	3.5
236	2020-21	PAWAR AKSHAY RAJENDRA	MBA	HDFC	3.12
237	2020-21	KOKATE ANITA CHINTAMAN	MBA	KOHLER	3.1
238	2020-21	DANDGAVAL KALYANI DILIP	MBA	KOHLER	3.1
239	2020-21	GAWADE UJWALA TULSHIRAM	MBA	KOHLER	3.1
240	2020-21	KAVDIKAR ADITYA VINAYAK	MBA	JOHNSON CONTROLS	3
241	2020-21	PAWAR SWAPNIL SANJAY	MBA	JOHNSON CONTROLS	3
242	2020-21	GODIL ISMAT ARIF	MBA	REMOTESTAR	3
243	2020-21	BOPARDIKAR OMKAR RAVINDRA	MBA	REMOTESTAR	3
244	2020-21	LAVATE GORAKHNAT H PANDHARINA TH	MBA	SBI GENERAL INSURANCE	3
245	2020-21	BALI SHRUTI NAGNATH	MBA	SBI GENERAL INSURANCE	3



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246	2020-21	PATIL POOJA ASHOK	MBA	SECURITY HQ	3
247	2020-21	CHAUDHARI PRAKASH VIKRAM	MBA	SECURITY HQ	3
248	2020-21	GORE NITIN SURESH	MBA	SECURITY HQ	3
249	2020-21	SHINDE SURAJ SUBHASH	MBA	PROMPT PERSONNEL PVT LTD	2.52
250	2020-21	SAMUDRE RANI NETAJI	MBA	GLYPHISOFT	2.5
251	2020-21	THORAT DIPALI EKNATH	MBA	JSPM B.ED COLLEGE HANDEWADI HADAPSAR	2.5
252	2020-21	BELWANSHI SOMIT VINOD	MBA	ORANGE PET NUTRITION	2.47
253	2020-21	SANAP POONAM RAJKUMAR	MBA	SOFTENGER (INDIA) PVT LTD	2.4
254	2020-21	THORAT VAISHNAVI VASANT	MBA	INFOSYS LTD (8140256051)	2.37
255	2020-21	PAWAR MAYURI BALASAHEB	MBA	INFOSYS LTD (8140256051)	2.37
256	2020-21	BOBADE GANESH BAJEANG	MBA	INFOSYS LTD (8140256051)	2.37
257	2020-21	NAMGE SHUBHAM RAMESHWAR	MBA	DHI TECHNOLOGIES	1.8
258	2020-21	SURYAWANS HI SHUBHAM	MBA	DHI TECHNOLOGIES	1.8
259	2020-21	KUMAR AMIT	MBA	KASPR INTERNATIONAL	1.2
260	2020-21	SALVE PRIYANKA SAVLARAM	MBA	KASPR INTERNATIONAL	1.2
261	2019-20	GONJARE ADITYA PRASHANT	MBA	KOHLER	5.24



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262	2019-20	SONAWANE ROHINI SOPAN	MBA	KOHLER	5.24
263	2019-20	ZAREKAR ABHILASH DATTATARY	MBA	KOHLER	5.24
264	2019-20	GOPHANE SAGAR RAGHU	MBA	HOONAR TEKWURKS PVT LTD (020 7002 1068)	5
265	2019-20	KARKHELE NILIMA POPATRAO	MBA	HOONAR TEKWURKS PVT LTD (020 7002 1068)	5
266	2019-20	SHISODE YASHWANT RAJESH	MBA	HOONAR TEKWURKS PVT LTD (020 7002 1068)	5
267	2019-20	PUKALE VILAS SHIVAJI	MBA	HOONAR TEKWURKS PVT LTD (020 7002 1068)	5
268	2019-20	LANJEWAR ROHIT UMESH	MBA	HOONAR TEKWURKS PVT LTD (020 7002 1068)	5
269	2019-20	CHANDANSHI VE ROHIT BHIMRAO	MBA	Tata Consultancy Services, Hinjewadi, Pune	5
270	2019-20	DESHMANE VAIBHAV DINANATH	MBA	Tata Consultancy Services, Hinjewadi, Pune.	5
271	2019-20	CHOKHAR SNEHAL BALASAHEB	MBA	Bank of Baroda	4.57
272	2019-20	KAMBLE DNYANESHW AR V	MBA	AXIS BANK	4.07
273	2019-20	MAHINDRAK AR VARSHA TULSIDAS	MBA	AXIS BANK	4.07
274	2019-20	BALLAK RAKESH SANJAY	MBA	AXIS BANK	4.07
275	2019-20	LOKHANDE MANORATH MARUTI	MBA	AXIS BANK	4.07
276	2019-20	GAWALI ROHITKUMA R RAMDAS	MBA	AXIS BANK	4.07



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277	2019-20	INGOLE PRITI RAMPRASAD	MBA	MSC SERVICE CENTER INDIA PVT LTD (+914471013450)	4
278	2019-20	KAGITA APARNA	MBA	MSC SERVICE CENTER INDIA PVT LTD (+914471013450)	4
279	2019-20	KAMBLE AKSHAY VIJAYKUMAR	MBA	MSC SERVICE CENTER INDIA PVT LTD (+914471013450)	4
280	2019-20	SHIMBRE ATUL SAMADHAN	MBA	MSC SERVICE CENTER INDIA PVT LTD (+914471013450)	4
281	2019-20	JADHAV SHUBHAM SUDHAKAR	MBA	DXC TECHNOLOGY (+91-44- 22628080/ 22623880)	3.6
282	2019-20	KAMBLE KIRAN SURESH	MBA	DXC TECHNOLOGY (+91-44- 22628080/ 22623880)	3.6
283	2019-20	MORE AVINASH HIRAMAN	MBA	UBS	3.6
284	2019-20	MANE AMRUTA DAYANAND	MBA	UBS	3.6
285	2019-20	BHOSALE AISHWARYA BAJIRAO	MBA	UBS	3.6
286	2019-20	KAMBLE PALLAVI DATTATRAY	MBA	UBS	3.6
287	2019-20	BADGUJAR JAYESH RAJENDRA	MBA	BAJAJ ALLIANCE	3.5
288	2019-20	BHADANE SAGAR VILAS	MBA	BAJAJ ALLIANCE	3.5
289	2019-20	BANTANUR YOGESH PITAMBARAP PA	MBA	BAJAJ ALLIANCE	3.5
290	2019-20	BHARATE PRADEEP MAHADEV	MBA	BAJAJ ALLIANCE	3.5
291	2019-20	GAIKWAD SAGAR SHEKNATH	MBA	BAJAJ ALLIANCE	3.5



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292	2019-20	MANE PRATIKSHA DAYANAND	MBA	GOELGANGA	3.5
293	2019-20	SAWANT SANJANA AKARAM	MBA	GOELGANGA	3.5
294	2019-20	SINGH SHWETA KUSHWAH	MBA	GOELGANGA	3.5
295	2019-20	CHAVHAN AWATARSIN G MADANSING	MBA	HDB Finance	3.5
296	2019-20	UMAP SAMADHAN ANIL	MBA	ICICI Bank	3.5
297	2019-20	KASHID AMRUTA LAXMAN	MBA	HDFC BANK	3.12
298	2019-20	JADHAV AISHWARYA ASHOK	MBA	HDFC BANK	3.12
299	2019-20	SALVE TRUPTI RAVINDRA	MBA	HDFC BANK	3.12
300	2019-20	PATIL SACHIN SURESH	MBA	HDFC Bank, Pune	3.12
301	2019-20	JAGTAP SNEHA DADASAHEB	MBA	HUNGRYMIND LEARNING	3
302	2019-20	BHANDARE KARAN SURESH	MBA	HUNGRYMIND LEARNING	3
303	2019-20	KUNJIR GAURAV VITTHAL	MBA	ACE KITCHEN (098333 84876)	3
304	2019-20	LAGAD SNEHAL ROHIDAS	MBA	ACE KITCHEN (098333 84876)	3
305	2019-20	RAMANADUL A KATHERENE JOHNSON	MBA	EXL , Magarpatta	2.8



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306	2019-20	SAKAT AVINASH NAVNATH	MBA	EXL , Magarpatta	2.8
307	2019-20	SONAWANE ABHIJEET GULAB	MBA	EXL , Magarpatta	2.8
308	2019-20	KHATAVKAR ABHIJEET SHARAD	MBA	EXL , Magarpatta	2.8
309	2019-20	THATE RUPESH VITTHAL	MBA	CONVICTION HR	2.52
310	2019-20	GARDAS SACHIN AMBADAS	MBA	CONVICTION HR	2.52
311	2019-20	BHOSALE PRIYANKA SUNIL	MBA	CONVICTION HR	2.52
312	2019-20	SHINDE MAYURI DILIP	MBA	CONVICTION HR	2.52
313	2019-20	KANADE NILESH MANGALDAS	MBA	TECH MAHINDRA	2.5
314	2019-20	DHAMANE AMIT SHRIKRUSHN A	MBA	TECH MAHINDRA	2.5
315	2019-20	SURVASE ASHOK SHRIMANT	MBA	TECH MAHINDRA	2.5
316	2019-20	GAIKWAD KSHITIJ SHYAM	MBA	TECH MAHINDRA	2.5
317	2019-20	SHAIKH SADDAM IMAM	MBA	TECH MAHINDRA	2.5
318	2019-20	SINGH KANCHAN CHHATRABA HADUR	MBA	TECH MAHINDRA	2.5
319	2019-20	MAMTA KUMARI	MBA	THE ACES	2.3
320	2019-20	GHORPADE RUSHIKESH DATTARAY	MBA	THE ACES	2.3



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321	2019-20	JADHAV AARADHANA ASHOK	MBA	THE ACES	2.3
322	2019-20	MISAL ROHAN TANAJI	MBA	THE ACES	2.3
323	2019-20	NIMBALKAR SHIVANI RAJENDRA	MBA	THE MARKET REPORTS (+91- 20-41314215)	1.84
324	2019-20	KATRE SNEHAL JAGANNATH	MBA	THE MARKET REPORTS (+91- 20-41314215)	1.84
325	2019-20	KUTAL PRASAD CHANDRAKA NT	MBA	THE MARKET REPORTS (+91- 20-41314215)	1.84
326	2019-20	ZAD NIKITA MANGESH	MBA	XPRESSBEES	1.6
327	2019-20	NAIK MADHAV BALAJI	MBA	XPRESSBEES	1.6
328	2019-20	THAKUR MAHESH SINGH BABUSINGH	MBA	RIEMEN	1.56
329	2019-20	LANGHI AJAY TUKARAM	MBA	RIEMEN	1.56
330	2019-20	BHAGAT ANKITA ARUN	MBA	RIEMEN	1.56
331	2019-20	GANGAWANE GOURAV MANOHAR	MBA	WNS	1.5
332	2019-20	MALUDE AKSHAY RAMCHANDR A	MBA	WNS Global Services, Vimannagar, Pune	1.5
333	2019-20	SOLAPURE RAVIRAJ VITTAL	MBA	WNS Global Services, Vimannagar, Pune	1.5
334	2019-20	SHELAR VRUSHALI CHANDRAKA NT	MBA	XPRESSBEES	1.5



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335	2019-20	JAGTAP YOGESH MAHENDRA	MBA	XPRESSBEES	1.2
336	2018-19	ASHWINI SUHMADEO BHOSALE	MBA	AMAZON	5.25
337	2018-19	NARAYAN KASHINATH BHOSALE	MBA	AMAZON	5.25
338	2018-19	BHAGWAT PANDURANG SOLANKE	MBA	HDFC LIFE	5
339	2018-19	PATIL SHITAL NIMBA	MBA	HDFC LIFE	5
340	2018-19	BADHE AJINKYA VIJAY	MBA	IBM	4.67
341	2018-19	NILESH VISHNU SHIMPLE	MBA	IBM	4.67
342	2018-19	ANIKET LAXMAN NANGARE	MBA	ACCENTURE	4.5
343	2018-19	KONDHALKA R SAGAR RAMDAS	MBA	ACCENTURE	4.5
344	2018-19	WAGH HARSHAL LAXMAN	MBA	ACCENTURE	4.5
345	2018-19	GANESH NIVARUTTI BUDHANAVA R	MBA	BLANCCO DIAGNOSTICS PVT LTD	4
346	2018-19	ROHITKUMA R CHANDRAKA NT	MBA	BLANCCO DIAGNOSTICS PVT LTD	4
347	2018-19	GAVALI CHINTAMANI RAOSAHEB	MBA	BAJAJ FINSERV	3.92
348	2018-19	JONDHALE RATNAKAR JAGANNAT	MBA	BAJAJ FINSERV	3.92
349	2018-19	RUPESH BHATU PATIL	MBA	BAJAJ FINSERV	3.92



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350	2018-19	SONALE SURNAMALA ARUN	MBA	BAJAJ FINSERV	3.92
351	2018-19	ASHVEENI BABULAL RATHOD	MBA	BANDHAN BANK	3.84
352	2018-19	MEGHA KEDARI MORE	MBA	BANDHAN BANK	3.84
353	2018-19	BHUSHAN SURESH MANGRULKAR	MBA	DXC TECHNOLOGY	3.6
354	2018-19	PISA RAVINDRA BHIMRAO	MBA	DXC TECHNOLOGY	3.6
355	2018-19	DAREKAR VIRAJ MAHESH	MBA	Bank of Baroda	3.5
356	2018-19	GAIKWAD AMOL ASHOKRAO	MBA	Bank of Baroda	3.5
357	2018-19	PRAKASH VIJAYKUMAR KAMBLE	MBA	Bank of Baroda	3.5
358	2018-19	PRATIK NARENDRA THAKRE	MBA	Bank of Baroda	3.5
359	2018-19	DABHADE KAUSHAL VIJAY	MBA	JOHNSON CONTROLS	3.5
360	2018-19	PRADIP MUKUND NIMBHORKAR	MBA	JOHNSON CONTROLS	3.5
361	2018-19	ABHIDHAMM APITAK	MBA	TCS	3.5
362	2018-19	KIRAN MUKESH JAISWAL	MBA	TCS	3.5
363	2018-19	VIKAS VIJAY KAMBLE	MBA	TCS	3.5
364	2018-19	ASHOK KRISHNA TORANE	MBA	AXIS BANK	3.35



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365	2018-19	MAYUR GAVHARLAL BAVISKAR	MBA	AXIS BANK	3.35
366	2018-19	ARJUN MADHAV BIDVE	MBA	HDFC BANK	3.12
367	2018-19	BHARATI ANIL WAGHMARE	MBA	HDFC BANK	3.12
368	2018-19	MANGESH SUBHASH MANE	MBA	HDFC BANK	3.12
369	2018-19	PILLAI SHRIJIT GOPALKRISH NA	MBA	HDFC BANK	3.12
370	2018-19	YEDAGE ABHIJEET DHULA	MBA	HDFC BANK	3.12
371	2018-19	JHONY DADAHARI DAMARE	MBA	TITAN COMPANY PUNE	3
372	2018-19	SHUBHAM SOMNATH JADHAV	MBA	TITAN COMPANY PUNE	3
373	2018-19	URKUDE RUCHITA MAHADEORA O	MBA	CAPGEMINI	3
374	2018-19	KHANDE DIKSHA VIJAY	MBA	CAPGEMINI	3
375	2018-19	SURYAWANS HI RAHUL MARUTI	MBA	CAPGEMINI	3
376	2018-19	JADHAO VILAS PRAKASH	MBA	ICICI Bank	3
377	2018-19	BANSOD PRITI SURYABHAN AJI	MBA	ICICI Bank	3
378	2018-19	HARSHAL CHANDRAKA NT DANAK	MBA	ICICI Bank	3



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379	2018-19	KADU SNEHA DILIP	MBA	ICICI Bank	3
380	2018-19	OHAL DARSHANA RAMAKANT	MBA	ICICI Bank	3
381	2018-19	ABHIJEET SUDHIR KHANDRE	MBA	REMOTESTAR	3
382	2018-19	KIRANKUMA R NARSING WAGALGA	MBA	REMOTESTAR	3
383	2018-19	VILAS SHANKAR KOTHAVALA	MBA	REMOTESTAR	3
384	2018-19	GHOLAP PRITAMKUM AR LAXMAN	MBA	SIGNIFY	3
385	2018-19	SASANE SAGAR PANDURANG	MBA	Tata AIA life insurance	3
386	2018-19	SAWANT ASHWINKUM AR BHAGWAN	MBA	Tata AIA life insurance	3
387	2018-19	SUNIL CHANDRAMU NI GANJAPURK AR	MBA	Tata AIA life insurance	3
388	2018-19	BUSAKALA PUNEETH	MBA	WNS EXTENDING YOUR ENTERPRISE	2.74
389	2018-19	JADHAV PRIYA BAPU	MBA	WNS EXTENDING YOUR ENTERPRISE	2.74
390	2018-19	SHINDE MINAL MACHHINDR ANATH	MBA	WNS EXTENDING YOUR ENTERPRISE	2.74
391	2018-19	KALE KAMLAKAR SUKHDEO	MBA	WNS GLOBAL SERVICES	2.74
392	2018-19	SONAM ASHOK JADHAV	MBA	WNS GLOBAL SERVICES	2.74



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393	2018-19	JADHAV MALHARI DATTATRAY	MBA	EXL	2.5
394	2018-19	SAYED MOIEZ ARIF	MBA	EXL	2.5
395	2018-19	GANESH CHHABU SHEDALE	MBA	TITAN COMPANY PUNE	2.5
396	2018-19	PRIYA KANTAPRAS AD MESHRAM	MBA	TITAN COMPANY PUNE	2.5
397	2018-19	ANUPAM KIRAN BHANDARKA R	MBA	SGMS Maintenance Service	1.3
398	2018-19	LONDHE PRITESH PRASHANT	MBA	SGMS Maintenance Service	1.3
399	2018-19	WAGHMODE HARSHAD DIGAMBAR	MBA	SGMS Maintenance Service	1.3



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5.2.1.1. Number of outgoing student placed and/or progressed to higher education year wise during the year 2019-20.

Placement Details Batch: 2018-20

S. No.	Year	Name of student who has been placed	Program graduate d from	Year of graduati on	Name of the employer with contact details	Pay package at appointme nt (In INR per annum)(LP A)
1	2019-20	GONJARE ADITYA PRASHANT	MBA	2020	KOHLER	5.24
2	2019-20	SONAWANE ROHINI SOPAN	MBA	2020	KOHLER	5.24
3	2019-20	ZAREKAR ABHILASH DATTATARY	MBA	2020	KOHLER	5.24
4	2019-20	GOPHANE SAGAR RAGHU	MBA	2020	HOONAR TEKWURKS PVT LTD (020 7002 1068)	5
5	2019-20	KARKHELE NILIMA POPATRAO	MBA	2020	HOONAR TEKWURKS PVT LTD (020 7002 1068)	5
6	2019-20	SHISODE YASHWANT RAJESH	MBA	2020	HOONAR TEKWURKS PVT LTD (020 7002 1068)	5
7	2019-20	PUKALE VILAS SHIVAJI	MBA	2020	HOONAR TEKWURKS PVT	5



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					LTD (020 7002 1068)	
8	2019-20	LANJEWAR ROHIT UMESH	MBA	2020	HOONAR TEKWURKS PVT LTD (020 7002 1068)	5
9	2019-20	CHANDANSHIVE ROHIT BHIMRAO	MBA	2020	Tata Consultancy Services, Hinjewadi, Pune	5
10	2019-20	DESHMANE VAIBHAV DINANATH	MBA	2020	Tata Consultancy Services, Hinjewadi, Pune.	5
11	2019-20	CHOKHAR SNEHAL BALASAHEB	MBA	2020	Bank of Baroda	4.57
12	2019-20	KAMBLE DNYANESHWAR V	MBA	2020	AXIS BANK	4.07
13	2019-20	MAHINDRAKAR VARSHA TULSIDAS	MBA	2020	AXIS BANK	4.07
14	2019-20	BALLAK RAKESH SANJAY	MBA	2020	AXIS BANK	4.07
15	2019-20	LOKHANDE MANORATH MARUTI	MBA	2020	AXIS BANK	4.07
16	2019-20	GAWALI ROHITKUMAR RAMDAS	MBA	2020	AXIS BANK	4.07
17	2019-20	INGOLE PRITI RAMPRASAD	MBA	2020	MSC SERVICE CENTER INDIA PVT LTD (+914471013450)	4
18	2019-20	KAGITA APARNA	MBA	2020	MSC SERVICE CENTER INDIA PVT	4



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					LTD (+914471013450)	
19	2019-20	KAMBLE AKSHAY VIJAYKUMAR	MBA	2020	MSC SERVICE CENTER INDIA PVT LTD (+914471013450)	4
20	2019-20	SHIMBRE ATUL SAMADHAN	MBA	2020	MSC SERVICE CENTER INDIA PVT LTD (+914471013450)	4
21	2019-20	JADHAV SHUBHAM SUDHAKAR	MBA	2020	DXC TECHNOLOGY (+91-44-22628080/ 22623880)	3.6
22	2019-20	KAMBLE KIRAN SURESH	MBA	2020	DXC TECHNOLOGY (+91-44-22628080/ 22623880)	3.6
23	2019-20	MORE AVINASH HIRAMAN	MBA	2020	UBS	3.6
24	2019-20	MANE AMRUTA DAYANAND	MBA	2020	UBS	3.6
25	2019-20	BHOSALE AISHWARYA BAJIRAO	MBA	2020	UBS	3.6
26	2019-20	KAMBLE PALLAVI DATTATRAY	MBA	2020	UBS	3.6
27	2019-20	BADGUJAR JAYESH RAJENDRA	MBA	2020	BAJAJ ALLIANCE	3.5
28	2019-20	BHADANE SAGAR VILAS	MBA	2020	BAJAJ ALLIANCE	3.5
29	2019-20	BANTANUR YOGESH PITAMBARAPPA	MBA	2020	BAJAJ ALLIANCE	3.5



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30	2019-20	BHARATE PRADEEP MAHADEV	MBA	2020	BAJAJ ALLIANCE	3.5
31	2019-20	GAIKWAD SAGAR SHEKNATH	MBA	2020	BAJAJ ALLIANCE	3.5
32	2019-20	MANE PRATIKSHA DAYANAND	MBA	2020	GOELGANGA	3.5
33	2019-20	SAWANT SANJANA AKARAM	MBA	2020	GOELGANGA	3.5
34	2019-20	SINGH SHWETA KUSHWAH	MBA	2020	GOELGANGA	3.5
35	2019-20	CHAVHAN AWATARSING MADANSING	MBA	2020	HDB Finance	3.5
36	2019-20	UMAP SAMADHAN ANIL	MBA	2020	ICICI Bank	3.5
37	2019-20	KASHID AMRUTA LAXMAN	MBA	2020	HDFC BANK	3.12
38	2019-20	JADHAV AISHWARYA ASHOK	MBA	2020	HDFC BANK	3.12
39	2019-20	SALVE TRUPTI RAVINDRA	MBA	2020	HDFC BANK	3.12
40	2019-20	PATIL SACHIN SURESH	MBA	2020	HDFC Bank, Pune	3.12
41	2019-20	JAGTAP SNEHA DADASAHEB	MBA	2020	HUNGRYMIND LEARNING	3
42	2019-20	BHANDARE KARAN SURESH	MBA	2020	HUNGRYMIND LEARNING	3



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43	2019-20	KUNJIR GAURAV VITTHAL	MBA	2020	ACE KITCHEN (098333 84876)	3
44	2019-20	LAGAD SNEHAL ROHIDAS	MBA	2020	ACE KITCHEN (098333 84876)	3
45	2019-20	RAMANADULA KATHERENE JOHNSON	MBA	2020	EXL , Magarpatta	2.8
46	2019-20	SAKAT AVINASH NAVNATH	MBA	2020	EXL , Magarpatta	2.8
47	2019-20	SONAWANE ABHIJEET GULAB	MBA	2020	EXL , Magarpatta	2.8
48	2019-20	KHATAVKAR ABHIJEET SHARAD	MBA	2020	EXL , Magarpatta	2.8
49	2019-20	THATE RUPESH VITTHAL	MBA	2020	CONVICTION HR	2.52
50	2019-20	GARDAS SACHIN AMBADAS	MBA	2020	CONVICTION HR	2.52
51	2019-20	BHOSALE PRIYANKA SUNIL	MBA	2020	CONVICTION HR	2.52
52	2019-20	SHINDE MAYURI DILIP	MBA	2020	CONVICTION HR	2.52
53	2019-20	KANADE NILESH MANGALDAS	MBA	2020	TECH MAHINDRA	2.5
54	2019-20	DHAMANE AMIT SHRIKRUSHNA	MBA	2020	TECH MAHINDRA	2.5
55	2019-20	SURVASE ASHOK SHRIMANT	MBA	2020	TECH MAHINDRA	2.5
56	2019-20	GAIKWAD KSHITIJ SHYAM	MBA	2020	TECH MAHINDRA	2.5



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57	2019-20	SHAIKH SADDAM IMAM	MBA	2020	TECH MAHINDRA	2.5
58	2019-20	SINGH KANCHAN CHHATRAHA DUR	MBA	2020	TECH MAHINDRA	2.5
59	2019-20	MAMTA KUMARI	MBA	2020	THE ACES	2.3
60	2019-20	GHORPADE RUSHIKESH DATTARAY	MBA	2020	THE ACES	2.3
61	2019-20	JADHAV AARADHANA ASHOK	MBA	2020	THE ACES	2.3
62	2019-20	MISAL ROHAN TANAJI	MBA	2020	THE ACES	2.3
63	2019-20	NIMBALKAR SHIVANI RAJENDRA	MBA	2020	THE MARKET REPORTS (+91- 20-41314215)	1.84
64	2019-20	KATRE SNEHAL JAGANNATH	MBA	2020	THE MARKET REPORTS (+91- 20-41314215)	1.84
65	2019-20	KUTAL PRASAD CHANDRAKANT	MBA	2020	THE MARKET REPORTS (+91- 20-41314215)	1.84
66	2019-20	ZAD NIKITA MANGESH	MBA	2020	XPRESSBEES	1.6
67	2019-20	NAIK MADHAV BALAJI	MBA	2020	XPRESSBEES	1.6
68	2019-20	THAKUR MAHESHSINGH BABUSINGH	MBA	2020	RIEMEN	1.56
69	2019-20	LANGHI AJAY TUKARAM	MBA	2020	RIEMEN	1.56



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J. S. P. M.'S
Jayawant Rao Sawant Institute
Of Management & Research
Hadapsar, Pune - 411 028



JAYAWANT SHIKSHAN PRASARAK MANDAL'S
**JAYAWANTRAO SAWANT INSTITUTE
 OF MANAGEMENT & RESEARCH, PUNE**

(Approved by A.1.C.T.E. New Delhi, Govt. of Maha. Affiliated to SPPU University of Pune.)
 S.No. 58, Indrayani Nagar, Handewadi Road, Hadapsar Pune-28.
 Ph.:020-26970882 TeleFax: 020-26970913
 Email: director jsimr@jspm.edu.in | Website: www. jspmjsimr.edu.in



Prof. Dr. Tanaji Sawant
 B.E.(Elect.), PGDM,Ph.D
FOUNDER SECRETARY

Dr. Manohar Karade
 Ph.D., UGC–SET, MBA–HRM
 M.A.– ENG,B.Ed, DIT
Incharge Director

70	2019-20	BHAGAT ANKITA ARUN	MBA	2020	RIEMEN	1.56
71	2019-20	GANGAWANE GOURAV MANOHAR	MBA	2020	WNS	1.5
72	2019-20	MALUDE AKSHAY RAMCHANDRA	MBA	2020	WNS Global Services, Vimannagar, Pune	1.5
73	2019-20	SOLAPURE RAVIRAJ VITTAL	MBA	2020	WNS Global Services, Vimannagar, Pune	1.5
74	2019-20	SHELAR VRUSHALI CHANDRAKANT	MBA	2020	XPRESSBEES	1.5
75	2019-20	JAGTAP YOGESH MAHENDRA	MBA	2020	XPRESSBEES	1.2



Karade
 Dr. Manohar Karade
DIRECTOR
J. S. P. M.'S
Jayawant Rao Sawant Institute
Of Management & Research
Hadapsar, Pune - 411 028

WNS

Extending Your Enterprise

01-JAN-2020

Akshay Ramchandra

Pune Maharashtra 412202

India

Letter of offer

Dear Akshay

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected as **Associate - Ops** in **WNS Global Services Pvt. Ltd.**, based at our **Pune - Magarpatta** office. The key components of your offer are as detailed below :-

Career band: Your career band would be **Professional**.

Role band: You would be placed in role band **A**.

Title: The title that you would be using both internally and externally would be **Associate - Ops**.

Compensation: Your Total Gross Pay will be **INR 4,74,780 (Indian Rupees Four Lakh, Seventy Four Thousand, Seven Hundred And Eighty Only)** per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure II for your reference.

Joining Date: You are expected to join us by **01-JAN-2020**

Place of work: Your place of work will be **Pune - Magarpatta**. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LDS Marg,
Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:

U72200MH1996PTC100196

DocuSigned by:

192A5B9C089A431

Accepted and Agreed

Amol Suryakant Zope
Candidate's Name & Signature

WNS

Extending Your Enterprise

1. TERMS & CONDITIONS:

- a. The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.
- b. You will be required to sign a standard employment agreement on your date of joining.
- c. You shall be required to submit a set of certified true copies of the documents and information as set forth in Annexure I of this appointment letter.
- d. The Company's business involves operating round the clock on all day. Therefore the work may involve shift working including working in night shifts and availing staggered weekly offs. You are expected to attend the work as assigned to you by your superiors.
- e. You will be on probation for six months from the date of joining; however probation may be extended by the Company at its sole discretion. During the probation period, the Company may terminate this contract at any time without cause upon not less than 60 (Sixty) days prior written notice to you and/or compensation in lieu thereof. However, the Company may with "cause" immediately terminate this contract, if you are found to be in material breach of any of the terms of your employment and the Company Policy. You may voluntarily terminate your employment for any reason upon providing prior written notice to the Company, the period of which shall be 60 (Sixty) days prior written notice. It is mandatory for you to serve the notice period and it is your responsibility to complete your handover during the notice period before resigning from the organization / Company. If you chose not to serve the notice period the Company reserves the right to recover compensation in lieu of notice period from you in addition to the compensation towards all expenses incurred with regard to any training and development, special education, up skilling or on the job training provided to you in the course of your employment with the Company in addition to losses and damages actually sustained by the Company. The forgoing term is a condition precedent to your acceptance of this offer letter.
- f. Effect of inability to clear the proficiency / competency training / thresholds: You may be required to undergo voice & accent, pre-process and process trainings as a prerequisite to your gainful engagement as may be prescribed under relevant competency / proficiency parameters. At the end of these trainings, a performance assessment will be conducted and the results will be declared as per the established norms depending on the type/nature of the training. The company invests significant amount of efforts and costs on such trainings and you will appreciate that in case one is not able to meet the required norms during training or clear the afore-said assessment tests, the Company will not be able to engage your services productively. In such eventuality, the Company reserves right to terminate employment by providing two weeks' notice and or pay in lieu thereof.
- g. Post confirmation, your services may be terminated by either party, giving notice in writing as mentioned in clause 1 (e) and non-service of Notice Period shall result in the same consequences as enumerated in Clause 1 (e) hereinabove.
- h. You will be entitled to twenty one working days leave per annum subject to prior approval by the Company. Carry-forward / accumulation of leave will be governed as per the existing Company policy on the subject.
- i. You will be provided necessary training / special education / on the job skill enhancement / interactive programs / up skilling programs / guidance required to

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,
Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:
U72200MH1996PTC100196

DocuSigned by:

407A205C089A431

Accepted and Agreed

Amol Suryakant Zope
Candidate's Name & Signature

WNS

Extending Your Enterprise

31-May 2019

Solapur Raviraj Vittal

Pune Maharashtra 412202

India

Letter of offer

Dear Raviraj,

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected as **Associate - Ops** in **WNS Global Services Pvt. Ltd.**, based at our **Pune - Magarpatta** office. The key components of your offer are as detailed below :-

Career band: Your career band would be **Professional**.

Role band: You would be placed in role band **A**.

Title: The title that you would be using both internally and externally would be **Associate - Ops**.

Compensation: Your Total Gross Pay will be **INR 1,50,000** per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure II for your reference.

Joining Date: You are expected to join us by **31-May 2019**

Place of work: Your place of work will be **Pune - Magarpatta**. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

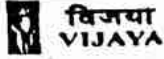
WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,
Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:
U72200MH1996PTC100196

DocuSigned by:

49245B9C686A451

Accepted and Agreed

Amol Suryakant Zope
Candidate's Name & Signature



KZ:HRM:T-5: 659

February 24, 2020

Snehal Balasaheb,

Dear Snehal,

Further to the interview and discussion you had with us, we are pleased to offer you the position of RBB-PB-WD in Bank of Baroda subject to the following terms and conditions:

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

1.1 The annual compensation payable to you will be INR 4,57,324 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.

1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.

2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will


(C V Pawar)
Chief Manager (HRM)



8 Aug 2019

Letter of Appointment

To,
Mr. Deshmane Viabhav Dinanath,
Pune, Maharashtra

Dear Vaibhav,

This has reference to our Offer of Employment in TATA Consultancy Services Limited vide TCSL/218784/ TCS - Chennai/ ADM-MAINFRAME-CHENNAI/ ITA dated **8 Aug 2019** and your completing joining formalities as per TCSL's policy.

On the terms and conditions detailed in our Offer of Employment accepted by you, we are happy to appoint you as **I.T. Analyst** in Grade **C2** with effect from **8 Aug 2019**. Your Associate number is 224388.

Please sign and return the duplicate copy of this letter.

I take this opportunity to extend you a warm welcome to the TCSL Family !

With warm regards,

Yours sincerely
FOR TATA Consultancy Services Limited

D.P. Nambiar
Global Head - HR Sourcing

TCS Confidential

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd

Tata Consultancy Services Limited, 100, Park Road, Chennai - 600 029, India.
T. 044-2423 4000, F. 044-2423 4001, E. hr@tcs.com, www.tcs.com
All rights reserved. No part of this document may be reproduced without prior written permission of Tata Consultancy Services Limited.



8 Aug 2019

Letter of Appointment

To,
Mr. Rohit Bhimrao
5B, SRI POORNA ENCLAVE,
CEE DEE YES APTS, 20th CROSS EXTN
TANSI NAGAR

Dear Rohit Bhimrao,

This has reference to our Offer of Employment in TATA Consultancy Services Limited vide TCSL/218784/ TCS - Chennai/ ADM-MAINFRAME-CHENNAI/ ITA dated **8 Aug 2019** and your completing joining formalities as per TCSL's policy.


On the terms and conditions detailed in our Offer of Employment accepted by you, we are happy to appoint you as **I.T. Analyst** in Grade C2 with effect from **8 Aug 2019**. Your Associate number is **224883**.

Please sign and return the duplicate copy of this letter.

I take this opportunity to extend you a warm welcome to the TCSL Family !

With warm regards,

Yours sincerely,
FOR TATA Consultancy Services Limited


D.P. Nambiar
Global Head - HR Sourcing

TCS Confidential

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd

T. Vengalil Nehru Road, Vengalil, Chennai 600 026, India
Tel: 44-4265555, Fax: 44-2352346, e-mail: corporate@tcs.com, website: www.tcs.com
Registered Office: Bombay, Hindu Bank, Madhyam Street, Mumbai - 400 001



PRIVATE AND CONFIDENTIAL

Reference No. - 1384391196

Applicant ID - 5232681

05, April 2020

Dear Samadhan Umap,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

EXL

PRIVATE AND CONFIDENTIAL

Date: 17-Oct-2019

Ramanadula Katherine Johnson,

Jaywant Public school, Zambre Nagar,

Uruli Devachi, Satav Nagar, Hadapsar, Pune 411088

PUNE

EMPLOYMENT AGREEMENT

Dear Johnsons,

Further to the recent meetings and discussions you had with us, we are now pleased to offer you an appointment with EXL Service.com (India) Private Limited to the position of Executive at Band A2, on the terms and conditions set out herein after:

1. EMPLOYMENT

1.1 Your effective date of joining shall be no later than : 18-Oct-2019

1.2 Notwithstanding the afore-said or anything to the contrary contained in this employment agreement or in the Letter of Intent ("LOI") and/ or notwithstanding your acceptance of the LOI or the employment offer, the Company, for any business or operational reasons whatsoever including without limitation any reason which is beyond the Company's control, or due to any unforeseen or unavoidable business circumstances, reserves the right to defer your date of joining to a later date to suit the business requirements. The Company will use reasonable endeavour to inform you at the earliest. (Applicable for Band A only)

1.3 Your employment with the Company is subject to:

(i) The accuracy and authenticity of the testimonials, documents and information provided by you to the Company. The Company will get authenticity of aforesaid, and of the personal and employment details, provided by you to the Company, validated, either internally or through any external agency engaged by the Company, and by accepting this offer, you hereby agree that you have no objection, and you unconditionally consent, to the same and grant Company the authority and power to do so including to get background verification / checks conducted without any further reference or notice to you and to share the report/s including of any such background verification / checks with any of Company's advisors, attorneys or consultants or to produce, submit or file any such report/s before any court, tribunal, commission, enquiry officer, arbitrator/s, quasi-judicial authorities or government, statutory, labour and/or regulatory authorities or in response

EXL Service.com (India) Private Limited

1st Floor, Tower I, NSL Techzone, Plot No. 8, Sector 144, NSEZ, Noida, UP - 201306 EXLservice.com

Registered Office: 414, 4th Floor, DLF Jasola Tower B, Plot No. 10 & 11, DDA District Centre, Jasola, New Delhi - 110 041, India



HDFC Bank Limited
HDFC Bank House,
Senapati Bapat Marg,
Lower Parel (West),
Mumbai - 400 013.

HDFC Bank Ltd.

February 24, 2020

Applicant No.53403450

Name : Patil Sachin Suresh		
Grade : Assistant Manager		
Vertical : RETAIL BRANCH BANKING		
Location : Pune		
Contact No : 7568926336		
	Per Month (Rs)	Per Annum (Rs)
Base	7,500	90,000
Other Allowance	12,840	1,54,080
City Allowance *	1,000	12,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Lunch Allowance	910	10,920
Provident Fund		10,800
Gross	25,100	3,12,000

Note: City Allowance - Linked to place of posting.

Welcome to the HDFC Bank family.

Applicant No. 53403450

www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L65920MH1994PLC080618



HDB Financial Services Limited
Ground Floor, Zenith House,
Keshavrao Khadye Marg,
Opp. Race Course, Mahalaxmi,
Mumbai - 400034.
Tel : 022 - 39586300
Fax : 022 - 39586666
Web : www.hdbfs.com
CIN : U65993GJ2007PLC051028
Email ID : compliance@hdbfs.com

Date: 10-01-2020

Mr. Chavan Awatarsing Madansing,
Hadapsar
Pune, Maharashtra.

Sub: Offer Letter for Employment
Dear Awatarsing,

This is with reference to your application and subsequent interview held at our office. We are pleased to offer you a "Sales Trainee" position based at our Hyderabad Location. Your compensation will be **Rs.1,60,000 (One Lakh Sixty Thousand Rupees Only)** as discussed and mutually agreed upon. The offer does not include the performance-linked bonus of 15%. Further, as discussed you have to join us on or before (Mention the date of joining) at our Office at (mention Reporting office location). You are requested to bring a copy of the following documents at the time of your joining.

- Four passport-size photographs
- Qualification Certificates (in original along with one photocopy set; the originals will be returned to you after verification)
- Proof of residence
- Photocopy of your last drawn salary slip.
- PAN Card
- Aadhar Card

A detailed Appointment letter along with the terms and conditions of appointment applicable to you will be issued to you upon your joining the Company.

You are requested to send us a confirmed reply upon receipt of this offer letter as a token of your acceptance of this offer letter for employment with us.

You will be reporting on or before 18th July-2020

Thanks and Regards

For HDB Financial Services Limited

Narayana – HR Manager

Registered Office : Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad

Tech Mahindra BUSINESS SERVICES

Tech Mahindra
Business Services Ltd.

Building No. 3, Commerzone, Survey No. 144 & 145,
Samrat Ashoka Path, Off Airport Road, Pune - 411 006

CIN No.: U72900MH2006PLC159149

Phone : +91 (20) 4914 2000

Fax : +91 (20) 4914 2233

Website: www.techmbs.in

Registered Office:
Spectrum Towers, Mindspace, Chincholi Bunder,
Link Road, Malad (West), Mumbai - 400 064

17, March 2020

Survase Ashok Shrikant

Welcome to Tech Mahindra Business Services Ltd. We are pleased to offer you the position of Customer Relations Advisor in our organization. The terms and conditions of the offer are given below:

1. Your initial place of Posting will be in PUNE with **Uk-PUNE-Operations**.
2. You are expected to join as early as possible, and not later than **18th March 2020** failing which we presume you do not have interest in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled.
Your Induction will be on **18th March 2020**
Time: **1:00 PM**
Venue: **3 House- 1st Floor – NEO Room.**
3. You will be on probation for a period of **three months**. Based on the three monthly assessments, you will be confirmed or extended if deemed necessary, at the company's discretion. Either party can terminate this appointment with fifteen days (15 days) notice in probation or with thirty days (30 days) notice after confirmation or payment in lieu thereof. However, if your service is terminated for fraud, theft, or withholding of information in the application form or for any other form of misconduct, notice pay will not be payable.
4. This offer of appointment is conditional and subject to you clearing the **Reference Check**. If we have reasons to believe that you have not discontinued your previous employment contract (if any) and TMBS finds or gets aware that currently as on date your employment with the previous employer is valid and existing while still in services with us or any of the information provided by you is false or incorrect, then we reserve our unconditional rights to terminate your services forthwith at our sole discretion without giving a further notice to you. Any payments made to you by TMBS from Date of Joining TMBS, needs to be refunded to TMBS immediately and any payments due to you by TMBS shall not be paid by us. Further the duration or period of your work in TMBS shall be treated null and void ab initio. Your statutory obligations towards PF, EDLI and other Insurances shall stand cancelled.
5. You are willing to work in 24*7 shifts
6. Notwithstanding anything to the contrary stated elsewhere in the employment contract, you Understand that you cannot avail any leaves during training/probation and On Job Training (OJT)
7. You will adhere to the induction/Training shift timings/office working hours including but not limited to Log-in/ Log-out and will comply with the same. You will not violate the same for reason whatsoever including but not limited to religious activities.
8. This is not a regular offer of appointment but a offer letter. The formal letter of appointment will be issued at the time of joining.
9. Please submit the following at the time of your joining.
 - A copy of the relieving letter from your present employer
 - Documentary evidence of the last salary drawn
 - Documentary evidence of date of birth & Educational Qualifications
 - Pre - employment Application Form (if not submitted already)
10. You are informed that any request for a change in process will not be accommodated at the time of joining.
11. The Compensation and Benefits Program applicable to your grade is enclosed for your reference. Please note that your compensation is a confidential matter between you and the company, and the company shall view any breach of confidentiality with utmost seriousness.
12. We have corporate tie-ups with CITI, ICICI & Kotak Bank for salary accounts. You have the option to choose between the three. Please acknowledge that either of the banks has not identified you as a defaulter _____. If you have been identified please specify the bank, _____. In instances where it comes to our knowledge that you have provided us incomplete/ inaccurate details then this offer will be treated as null & void with retrospective effect.
13. The Company shall not be responsible for any claim arising out of misrepresentation given by any recruitment agency/individual.

Please return the duplicate copy of this letter duly signed indicating your acceptance of our terms and conditions of employment.

We once again would like to thank you for your interest in seeking a career with our Organisation and hope you will have a fruitful and successful career with us.

Yours sincerely,

For Tech Mahindra Business Services Ltd


Yuri Ruy
Head-Talent Acquisition



Validate your offer letter on



Winner of the 2016 and 2017
Gallup Great Workplace Award



AXISB/LOA/RH609234/38400

11/07/2019

Lokhande Manorath Maruti

LETTER OF APPOINTMENT

Dear Lokhande Manohar Maruti

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of Assistant Manager in Branch Banking.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual compensation payable to you will be INR 4,07,324 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no political affiliation and no monetary gains. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.

4. Fidelity & Secrecy

- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.

LETTER OF APPOINTMENT

Dear Gawali Rohitkumar Ramas

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of Assistant Manager in Branch Banking.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment**1. Compensation**

- 1.1 The annual compensation payable to you will be INR 4,07,324 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no political affiliation and no monetary gains. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.

4. Fidelity & Secrecy

- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.



AXISB/LOA/RH609234/38400

8/07/2019

VARSHA MAHINDRAKAR

LETTER OF APPOINTMENT

Dear VARSHA

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of Assistant Manager in Branch Banking.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual compensation payable to you will be INR 4,07,324 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no political affiliation and no monetary gains. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.

4. Fidelity & Secrecy

- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.

AXISB/LOA/RH609234/38400

10/07/2019

Rakesh Ballak

LETTER OF APPOINTMENT

Dear Rakesh

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of Assistant Manager in Branch Banking.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual compensation payable to you will be INR 4,07,324 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no political affiliation and no monetary gains. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.

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Appointment Letter

20 Nov 2018
Gardos Sachin Ambadas

Dear Gardos Sachin Ambadas

Reference to your application or suitable opportunity with us and subsequent discussions held with you, we are pleased to inform you that you are being appointed as "HR Recruiter" in our Company at Pune. Your work location for this assignment will be Pune branch w.e.f.

20 Nov 2018

1. EMPLOYMENT:

You are being appointed w.e.f. 20 Nov 2018 Upon completion of your probation period of Six Months, your performance will be reviewed and based on the review your employment may be further renewed and /or continue in the Company. The final decision shall be discretion of with the Management of the Company.

2. SALARY:

You will be entitled for gross monthly salary of Rs. 21,000 /-. Professional Tax will be deducted from your salary every month. The management reserves the right to restructure or change your remuneration at any time at its sole discretion; in such as case your existing gross salary would be protected.

3. LEAVE:

During your employment you will be entitled to leave benefits subject to the existing rules and regulations of the company or client and the same will be communicated to you from time to time the rules and regulations of the Company may be amended from time to time as per the requirement of the client or company.

4. WORKING HOURS:

You have to work Six days per week. You will abide by the shift timings and other regulatory procedure in force at Company

5. SCOPE OF ACTIVITIES:

Since our Company is undertaking jobs in various Establishments on Contract basis, your services can be transferred, from one Establishment to another anywhere in India, where our Company has been awarded the Contract or may be awarded Contracts in future at client's locations or company's own offices, establishments or points of presence as per the business needs and the same shall be at the sole discretion of the company. Scope of work assigned to you will be communicated to you separately subject to amendments from time to time and as and when required. Any objection from your side to any change in the scope of work may be construed as your unwillingness. The scope of the activities to be performed by you at different locations of our client's shall be reviewed from time to time.

6. TRANSFER:

Initially you will be placed at Pune as mentioned above. However, your venue and place for working may change from time to time, as well as will be transferable to any department, branch offices or any establishments of the company or its Affiliates, Subsidiaries, Sister Concerns, Group Companies...etc., or of its client anywhere in the India, at any point in time during the tenure of your employment.

7. REFERENCE CHECK:

This appointment is subject to Reference check verification, at the sole discretion of the company and/or its clients. At any time, during the course of your employment, if your Reference check is found to be unsatisfactory, your services shall be terminated with immediate effect.

8. SPECIALISED TRAINING:

As per job requirement, you may be nominated for training programs under any professional, subject matter expert / specialist or institution to be conducted anywhere in the India to improve your skills and abilities

7th April 2020

To,

Nalk Madhav Balaji

Sub: Your engagement as Management Trainee - Talent Acquisition

Dear, Nalk Madhav Balaji

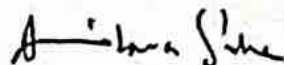
We refer to your application and subsequent discussion that you have had with us and are pleased to offer you the position of Management Trainee - Talent Acquisition on the following terms and conditions.

1. As discussed in our meeting and agreed by you, you have been engaged as a Management Trainee - Talent Acquisition for the period of 6 months commencing from 7th April 2020
2. You will receive the stipend of Rs. 15000/- per month.
3. This contract period will start from 7th April 2020 and will automatically come to an end on 7th October 2020
4. You will not be entitled to get any benefits which are extended to the employees of the company.
5. Your engagement as a "Management Trainee - Talent Acquisition" is for a fixed period and you would have no right to claim permanent employment against any post or vacancy of whatsoever nature with the company.
6. Any dispute arising from this employment would be resolved in the appropriate court within jurisdiction of Pune.
7. During your contract period, your services could be terminated by either parties with a seven days' notice or stipend of seven days in lieu of notice without assigning any reason.
8. In case any information of any previous conviction by a court of law involving moral turpitude, or if any particulars given by you in your application form/interview being found to be false or incorrect, your training period stand terminated without any notice or compensation whatsoever.

Please read and sign the duplicate copy of this letter as a token of acceptance and return.

Wishing you all success!

For BusyBees Logistics Solutions Pvt. Ltd.,



Amitava Saha

Authorized Signatory

Received & Accepted

BUSYBEES LOGISTICS SOLUTIONS PRIVATE LIMITED

CIN: U74999PN2015PTC156176

Registered Office: - Unit 1A & 501A, Building B-1, Cerebrum IT Park, Kalyani Nagar, Vadgaonsheri, Pune 411014

Tel:- +91 (020) 4911 6100; Website: www.xpressbees.com; Email: customercare@xpressbees.com.

Appointment Letter

19 Nov 2018

Thate Rupesh Vithal

Dear Thate Rupesh Vittal

Reference to your application or suitable opportunity with us and subsequent discussions held with you, we are pleased to inform you that you are being appointed as "HR Recruiter" in our Company at Pune. Your work location for this assignment will be Pune branch w.e.f. 19 Nov 2018

1. EMPLOYMENT:

You are being appointed w.e.f. 20 Nov 2018 Upon completion of your probation period of Six Months, your performance will be reviewed and based on the review your employment may be further renewed and /or continue in the Company. The final decision shall be discretion of with the Management of the Company.

2. SALARY:

You will be entitled for gross monthly salary of Rs. 21,000 /-. Professional Tax will be deducted from your salary every month. The management reserves the right to restructure or change your remuneration at any time at its sole discretion; in such as case your existing gross salary would be protected.

3. LEAVE:

During your employment you will be entitled to leave benefits subject to the existing rules and regulations of the company or client and the same will be communicated to you from time to time the rules and regulations of the Company may be amended from time to time as per the requirement of the client or company.

4. WORKING HOURS:

You have to work Six days per week. You will abide by the shift timings and other regulatory procedure in force at Company

5. SCOPE OF ACTIVITIES:

Since our Company is undertaking jobs in various Establishments on Contract basis, your services can be transferred, from one Establishment to another anywhere in India, where our Company has been awarded the Contract or may be awarded Contracts in future at client's locations or company's own offices, establishments or points of presence as per the business needs and the same shall be at the sole discretion of the company. Scope of work assigned to you will be communicated to you separately subject to amendments from time to time and as and when required. Any objection from your side to any change in the scope of work may be construed as your unwillingness. The scope of the activities to be performed by you at different locations of our client's shall be reviewed from time to time.

6. TRANSFER:

Initially you will be placed at Pune as mentioned above. However, your venue and place for working may change from time to time, as well as will be transferable to any department, branch offices or any establishments of the company or its Affiliates, Subsidiaries, Sister Concerns, Group Companies....etc., or of its client anywhere in the India, at any point in time during the tenure of your employment.

7. REFERENCE CHECK:

This appointment is subject to Reference check verification, at the sole discretion of the company and/or its clients. At any time, during the course of your employment, if your Reference check is found to be unsatisfactory, your services shall be terminated with immediate effect.

8. SPECIALISED TRAINING:

As per job requirement, you may be nominated for training programs under any professional, subject matter expert / specialist or institution to be conducted anywhere in the India to improve your skills and abilities

Appointment Letter

22 Nov 2018
Mayuri Dillip Bhosle

Dear Mayuri

Reference to your application or suitable opportunity with us and subsequent discussions held with you, we are pleased to inform you that you are being appointed as "HR Recruiter" in our Company at Pune. Your work location for this assignment will be Pune branch w.e.f. 22 Nov 2018

1. EMPLOYMENT:

You are being appointed w.e.f. 22 Nov 2018 Upon completion of your probation period of Six Months, your performance will be reviewed and based on the review your employment may be further renewed and /or continue in the Company. The final decision shall be discretion of with the Management of the Company.

2. SALARY:

You will be entitled for gross monthly salary of Rs. 21,000 /-. Professional Tax will be deducted from your salary every month. The management reserves the right to restructure or change your remuneration at any time at its sole discretion; in such as case your existing gross salary would be protected.

3. LEAVE:

During your employment you will be entitled to leave benefits subject to the existing rules and regulations of the company or client and the same will be communicated to you from time to time the rules and regulations of the Company may be amended from time to time as per the requirement of the client or company.

4. WORKING HOURS:

You have to work Six days per week. You will abide by the shift timings and other regulatory procedure in force at Company

5. SCOPE OF ACTIVITIES:

Since our Company is undertaking jobs in various Establishments on Contract basis, your services can be transferred, from one Establishment to another anywhere in India, where our Company has been awarded the Contract or may be awarded Contracts in future at client's locations or company's own offices, establishments or points of presence as per the business needs and the same shall be at the sole discretion of the company. Scope of work assigned to you will be communicated to you separately subject to amendments from time to time and as and when required. Any objection from your side to any change in the scope of work may be construed as your unwillingness. The scope of the activities to be performed by you at different locations of our client's shall be reviewed from time to time.

6. TRANSFER:

Initially you will be placed at Pune as mentioned above. However, your venue and place for working may change from time to time, as well as will be transferable to any department, branch offices or any establishments of the company or its Affiliates, Subsidiaries, Sister Concerns, Group Companies...etc., or of its client anywhere in the India, at any point in time during the tenure of your employment.

7. REFERENCE CHECK:

This appointment is subject to Reference check verification, at the sole discretion of the company and/or its clients. At any time, during the course of your employment, if your Reference check is found to be unsatisfactory, your services shall be terminated with immediate effect.

8. SPECIALISED TRAINING:

As per job requirement, you may be nominated for training programs under any professional, subject matter expert / specialist or institution to be conducted anywhere in the India to improve your skills and abilities

Date: 15 Jul 2019
Sawant Sanjana Akoran

OFFER LETTER

Dear Sanjana,

This is with reference to your application and your subsequent interview you had with us, we are pleased to give you an offer on the terms as mentioned hereunder:-

1. Details of Position

Position : Talent Acquisition Executive
Grade : O-2
Department : HR
Job Role : Recruiting
Location of Posting : HO
Date of Joining : On or before 22.07.2019.

2. Remunerations shall be as per group policy applicable from time to time.
3. On the date of joining as indicated above, you are required to report to the concerned HR Department at HO and you will be routed to the location of posting after induction as applicable.
4. Regular appointment letter shall be issued to you upon you joining the duties and successful completion of joining formalities and after submission of all the required documents.
5. You shall initially be on probation for a period of 3 months from the date of joining the group.
6. Your employment is subject to the submission of copies of the following documents.

- . Relieving letter from previous employer, copy of accepted resignation.
- . CTC related supporting documents like annual increment letter, salary slip and appointment letter etc.
- . Marksheet/ Academic degree certificates/ declaration.
- . Age proof.
- . Proof of address.
- . Copy of savings A/C, passbook, cancelled cheque (pertaining to Name, A/C, & IFSC code).
- . Any merits/awards/achievement letter (Optional).
- . Copy of PAN Card.
- . Identity proof (Aadhar card and Driving license copy).
- . 2 passport size photographs.

7. The group reserves the right to withdraw the said offer in case of the information provided by you in the application/candidate information for is found misleading or misconceived and/or if any of the above conditions are not fulfilled by you at the time of joining.

Please reply on our group E-mail id – hrm@goelganga.in or return duplicate copy of this letter duly signed as a token of acceptance of this offer on or before 08.06.2020.

Date: 15 Jul 2019

Shweta Rushwan Singh

OFFER LETTER

Dear Shweta,

This is with reference to your application and your subsequent interview you had with us, we are pleased to give you an offer on the terms as mentioned hereunder:-

1. Details of Position

Position : Talent Acquisition Executive
Grade : O-2
Department : HR
Job Role : Recruiting
Location of Posting : HO
Date of Joining : On or before 22.07.2019.

2. Remunerations shall be as per group policy applicable from time to time.

3. On the date of joining as indicated above, you are required to report to the concerned HR Department at HO and you will be routed to the location of posting after induction as applicable.

4. Regular appointment letter shall be issued to you upon you joining the duties and successful completion of joining formalities and after submission of all the required documents.

5. You shall initially be on probation for a period of 3 months from the date of joining the group.

6. Your employment is subject to the submission of copies of the following documents.

- . Relieving letter from previous employer, copy of accepted resignation.
- . CTC related supporting documents like annual increment letter, salary slip and appointment letter etc.
- . Marksheet/ Academic degree certificates/ declaration.
- . Age proof.
- . Proof of address.
- . Copy of savings A/C, passbook, cancelled cheque (pertaining to Name, A/C, & IFSC code).
- . Any merits/awards/achievement letter (Optional).
- . Copy of PAN Card.
- . Identity proof (Aadhar card and Driving license copy).
- . 2 passport size photographs.

7. The group reserves the right to withdraw the said offer in case of the information provided by you in the application/candidate information for is found misleading or misconceived and/or if any of the above conditions are not fulfilled by you at the time of joining.

Please reply on our group E-mail id – hrm@goelganga.in or return duplicate copy of this letter duly signed as a token of acceptance of this offer on or before 08.06.2020.

18 March 2020
Singh Kanchan Chatrabhadur

Dear Kanchan

Welcome to Tech Mahindra Business Services Ltd. We are pleased to offer you the position of Customer Relations Advisor in our organization. The terms and conditions of the offer are given below:

1. Your initial place of Posting will be in **PUNE** with **UK-PUNE-Operations**.
2. You are expected to join as early as possible, and not later than **March 18, 2020** failing which we presume you do not have interest in pursuing a career with us. Accordingly this offer will be withdrawn and treated as cancelled.
Your Induction will be on **March 18, 2020**
Time: **1:00 PM**
Venue: **3 House- 1st Floor - NEO Room.**
Our contact no. for recruitment is **+91(020) 49142141**
3. You will be on probation for a period of **three months**. Based on the three monthly assessments, you will be confirmed or extended if deemed necessary, at the company's discretion. Either party can terminate this appointment with fifteen days (15 days) notice in probation or with thirty days (30 days) notice after confirmation or payment in lieu thereof. However, if your service is terminated for fraud, theft, or withholding of information in the application form or for any other form of misconduct, notice pay will not be payable.
4. This offer of appointment is conditional and subject to you clearing the **Reference Check**. If we have reasons to believe that you have not discontinued your previous employment contract (if any) and TMBS finds or gets aware that currently as on date your employment with the previous employer is valid and existing while still in services with us or any of the information provided by you is false or incorrect, then we reserve our unconditional rights to terminate your services forthwith at our sole discretion without giving a further notice to you. Any payments made to you by TMBS from Date of Joining TMBS, needs to be refunded to TMBS immediately and any payments due to you by TMBS shall not be paid by us. Further the duration or period of your work in TMBS shall be treated null and void ab initio. Your statutory obligations towards PF, EDLI and other Insurances shall stand cancelled.
5. You are willing to work in 24*7 shifts
6. Notwithstanding anything to the contrary stated elsewhere in the employment contract, you understand that you cannot avail any leaves during training/probation and On Job Training (OJT)
7. You will adhere to the induction/Training shift timings/office working hours including but not limited to Log-in/ Log-out and will comply with the same. You will not violate the same for reason whatsoever including but not limited to religious activities.
8. This is not a regular offer of appointment but a offer letter. The formal letter of appointment will be issued at the time of joining.
9. Please submit the following at the time of your joining.
 - A copy of the relieving letter from your present employer
 - Documentary evidence of the last salary drawn
 - Documentary evidence of date of birth & Educational Qualifications
 - Pre - employment Application Form (if not submitted already)
10. You are informed that any request for a change in process will not be accommodated at the time of joining.
11. The Compensation and Benefits Program applicable to your grade is enclosed for your reference. Please note that your compensation is a confidential matter between you and the company, and the company shall view any breach of confidentiality with utmost seriousness.
12. We have corporate tie-ups with CITI, ICICI & Kotak Bank for salary accounts. You have the option to choose between the three. Please acknowledge that either of the banks has not identified you as a defaulter _____. If you have been identified please specify the bank, _____. In instances where it comes to our knowledge that you have provided us incomplete/ inaccurate details then this offer will be treated as null & void with retrospective effect.
13. The Company shall not be responsible for any claim arising out of misrepresentation given by any recruitment agency/individual.

Please return the duplicate copy of this letter duly signed indicating your acceptance of our terms and conditions of employment.

We once again would like to thank you for your interest in seeking a career with our Organisation and hope you will have a fruitful and successful career with us.

Yours sincerely,
For Tech Mahindra Business Services Ltd


Yuri Roy
Head-Talent Acquisition



Validate your offer letter on





JAYAWANT SHIKSHAN PRASARAK MANDAL'S
**JAYAWANTRAO SAWANT INSTITUTE
OF MANAGEMENT & RESEARCH, PUNE**

(Approved by A.1.C.T.E., New Delhi, Govt. of Maha. Affiliated to SPPU University of Pune.)
S.No. 58, Indrayani Nagar, Handewadi Road, Hadapsar Pune-28.
Ph.:020-26970882 TeleFax: 020-26970913
Email: director jsimr@jspm.edu.in | Website: www.jspmjsimr.edu.in



Prof. Dr. Tanaji Sawant
B.E.(Elect.), PGDM,Ph.D
FOUNDER SECRETARY

Dr. Manohar Karade
Ph.D., UGC-SET, MBA-HRM
M.A.- ENG,B.Ed, DIT
Incharge Director

5.2.1.1. Number of outgoing student placed and/or progressed to higher education year wise during the year 2018-19.

Placement Details Batch: 2017-19

S. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	2018-19	ASHWINI SUKHADEO BHOSALE	MBA	2019	AMAZON	5.25
2	2018-19	NARAYAN KASHINATH BHOSALE	MBA	2019	AMAZON	5.25
3	2018-19	BHAGWAT PANDURANG SOLANKE	MBA	2019	HDFC LIFE	5
4	2018-19	PATIL SHITAL NIMBA	MBA	2019	HDFC LIFE	5
5	2018-19	BADHE AJINKYA VIJAY	MBA	2019	IBM	4.67
6	2018-19	NILESH VISHNU SHIMPLE	MBA	2019	IBM	4.67
7	2018-19	ANIKET LAXMAN NANGARE	MBA	2019	ACCENTURE	4.5
8	2018-19	KONDHALKAR SAGAR RAMDAS	MBA	2019	ACCENTURE	4.5
9	2018-19	WAGH HARSHAL LAXMAN	MBA	2019	ACCENTURE	4.5



Karade
Dr. Manohar Karade
DIRECTOR
J. S. P. M.'S
Jayawantrao Sawant Institute
Of Management & Research
Hadapsar, Pune - 411 028



JAYAWANT SHIKSHAN PRASARAK MANDAL'S
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Ph.D., UGC–SET, MBA–HRM
M.A.– ENG,B.Ed, DIT
Incharge Director

10	2018-19	GANESH NIVARUTTI BUDHANAVAR	MBA	2019	BLANCCO DIAGNOSTIC S PVT LTD	4
11	2018-19	ROHITKUMAR CHANDRAKANT	MBA	2019	BLANCCO DIAGNOSTIC S PVT LTD	4
12	2018-19	GAVALI CHINTAMANI RAOSAHEB	MBA	2019	BAJAJ FINSERV	3.92
13	2018-19	JONDHALE RATNAKAR JAGANNAT	MBA	2019	BAJAJ FINSERV	3.92
14	2018-19	RUPESH BHATU PATIL	MBA	2019	BAJAJ FINSERV	3.92
15	2018-19	SONALE SURNAMALA ARUN	MBA	2019	BAJAJ FINSERV	3.92
16	2018-19	ASHVEENI BABULAL RATHOD	MBA	2019	BANDHAN BANK	3.84
17	2018-19	MEGHA KEDARI MORE	MBA	2019	BANDHAN BANK	3.84
18	2018-19	BHUSHAN SURESH MANGRULKAR	MBA	2019	DXC TECHNOLOG Y	3.6
19	2018-19	PISA RAVINDRA BHIMRAO	MBA	2019	DXC TECHNOLOG Y	3.6
20	2018-19	DAREKAR VIRAJ MAHESH	MBA	2019	Bank of Baroda	3.5
21	2018-19	GAIKWAD AMOL ASHOKRAO	MBA	2019	Bank of Baroda	3.5
22	2018-19	PRAKASH VIJAYKUMAR KAMBLE	MBA	2019	Bank of Baroda	3.5
23	2018-19	PRATIK NARENDRA THAKRE	MBA	2019	Bank of Baroda	3.5



Karade
Dr. Manohar Karade
DIRECTOR
J. S. P. M.'S
Jayawantrao Sawant Institute
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24	2018-19	DABHADE KAUSHAL VIJAY	MBA	2019	JOHNSON CONTROLS	3.5
25	2018-19	PRADIP MUKUND NIMBHORKAR	MBA	2019	JOHNSON CONTROLS	3.5
26	2018-19	ABHIDHAMMAPITA K	MBA	2019	TCS	3.5
27	2018-19	KIRAN MUKESH JAISWAL	MBA	2019	TCS	3.5
28	2018-19	VIKAS VIJAY KAMBLE	MBA	2019	TCS	3.5
29	2018-19	ASHOK KRISHNA TORANE	MBA	2019	AXIS BANK	3.35
30	2018-19	MAYUR GAVHARLAL BAVISKAR	MBA	2019	AXIS BANK	3.35
31	2018-19	ARJUN MADHAV BIDVE	MBA	2019	HDFC BANK	3.12
32	2018-19	BHARATI ANIL WAGHMARE	MBA	2019	HDFC BANK	3.12
33	2018-19	MANGESH SUBHASH MANE	MBA	2019	HDFC BANK	3.12
34	2018-19	PILLAI SHRIJIT GOPALKRISHNA	MBA	2019	HDFC BANK	3.12
35	2018-19	YEDAGE ABHIJEET DHULA	MBA	2019	HDFC BANK	3.12
36	2018-19	JHONY DADAHARI DAMARE	MBA	2019	TITAN COMPANY PUNE	3
37	2018-19	SHUBHAM SOMNATH JADHAV	MBA	2019	TITAN COMPANY PUNE	3
38	2018-19	URKUDE RUCHITA MAHADEORAO	MBA	2019	CAPGEMINI	3
39	2018-19	KHANDE DIKSHA VIJAY	MBA	2019	CAPGEMINI	3



Karade
Dr. Manohar Karade
DIRECTOR
J. S. P. M.'S
Jayawantrao Sawant Institute
Of Management & Research
Hadapsar, Pune - 411 028



JAYAWANT SHIKSHAN PRASARAK MANDAL'S
**JAYAWANTRAO SAWANT INSTITUTE
OF MANAGEMENT & RESEARCH, PUNE**

(Approved by A.1.C.T.E., New Delhi, Govt. of Maha. Affiliated to SPPU University of Pune.)
S.No. 58, Indrayani Nagar, Handewadi Road, Hadapsar Pune-28.
Ph.:020-26970882 TeleFax: 020-26970913
Email: director jsimr@jspm.edu.in | Website: www. jspmjsimr.edu.in



Prof. Dr. Tanaji Sawant
B.E.(Elect.), PGDM,Ph.D
FOUNDER SECRETARY

Dr. Manohar Karade
Ph.D., UGC–SET, MBA–HRM
M.A.– ENG,B.Ed, DIT
Incharge Director

40	2018-19	SURYAWANSHI RAHUL MARUTI	MBA	2019	CAPGEMINI	3
41	2018-19	JADHAO VILAS PRAKASH	MBA	2019	ICICI Bank	3
42	2018-19	BANSOD PRITI SURYABHANAJI	MBA	2019	ICICI Bank	3
43	2018-19	HARSHAL CHANDRAKANT DANAK	MBA	2019	ICICI Bank	3
44	2018-19	KADU SNEHA DILIP	MBA	2019	ICICI Bank	3
45	2018-19	OHAL DARSHANA RAMAKANT	MBA	2019	ICICI Bank	3
46	2018-19	ABHIJEET SUDHIR KHANDRE	MBA	2019	REMOTESTA R	3
47	2018-19	KIRANKUMAR NARSING WAGALGA	MBA	2019	REMOTESTA R	3
48	2018-19	VILAS SHANKAR KOTHAVALA	MBA	2019	REMOTESTA R	3
49	2018-19	GHOLAP PRITAMKUMAR LAXMAN	MBA	2019	SIGNIFY	3
50	2018-19	SASANE SAGAR PANDURANG	MBA	2019	Tata AIA life insurance	3
51	2018-19	SAWANT ASHWINKUMAR BHAGWAN	MBA	2019	Tata AIA life insurance	3
52	2018-19	SUNIL CHANDRAMUNI GANJAPURKAR	MBA	2019	Tata AIA life insurance	3
53	2018-19	BUSAKALA PUNEETH	MBA	2019	WNS EXTENDING YOUR ENTERPRISE	2.74
54	2018-19	JADHAV PRIYA BAPU	MBA	2019	WNS EXTENDING	2.74



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**JAYAWANTRAO SAWANT INSTITUTE
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S.No. 58, Indrayani Nagar, Handewadi Road, Hadapsar Pune-28.
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Email: director jsimr@jspm.edu.in | Website: www.jspmjsimr.edu.in



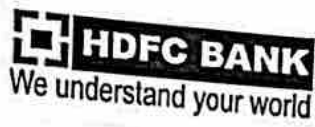
Prof. Dr. Tanaji Sawant
B.E.(Elect.), PGDM, Ph.D
FOUNDER SECRETARY

Dr. Manohar Karade
Ph.D., UGC-SET, MBA-HRM
M.A.- ENG,B.Ed, DIT
Incharge Director

					YOUR ENTERPRISE	
55	2018-19	SHINDE MINAL MACHHINDRANAT H	MBA	2019	WNS EXTENDING YOUR ENTERPRISE	2.74
56	2018-19	KALE KAMLA KAR SUKHDEO	MBA	2019	WNS GLOBAL SERVICES	2.74
57	2018-19	SONAM ASHOK JADHAV	MBA	2019	WNS GLOBAL SERVICES	2.74
58	2018-19	JADHAV MALHARI DATTATRAY	MBA	2019	EXL	2.5
59	2018-19	SAYED MOIEZ ARIF	MBA	2019	EXL	2.5
60	2018-19	GANESH CHHABU SHEDALE	MBA	2019	TITAN COMPANY PUNE	2.5
61	2018-19	PRIYA KANTAPRASAD MESHRAM	MBA	2019	TITAN COMPANY PUNE	2.5
62	2018-19	ANUPAM KIRAN BHANDARKAR	MBA	2019	SGMS Maintenance Service	1.3
63	2018-19	LONDHE PRITESH PRASHANT	MBA	2019	SGMS Maintenance Service	1.3
64	2018-19	WAGHMODE HARSHAD DIGAMBAR	MBA	2019	SGMS Maintenance Service	1.3



Karade
Dr. Manohar Karade
DIRECTOR
J. S. P. M.'S
Jayawantrao Sawant Institute
Of Management & Research
Hadapsar, Pune - 411 028



HDFC Bank Limited
HDFC Bank House,
Senapati Bapat Marg,
Lower Parel (West),
Mumbai - 400 013.

HDFC Bank Ltd.

February 02, 2019

Applicant No. 302103

Name : Abhijeet Dhula Yedage		
Grade : Assistant Manager		
Vertical : RETAIL BRANCH BANKING		
Location : Pune		
Contact No : 9277867963		
	Per Month (Rs)	Per Annum (Rs)
Base	7,500	90,000
Other Allowance	12,840	1,54,080
City Allowance *	1,000	12,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Lunch Allowance	910	10,920
Provident Fund		10,800
Gross	25,100	3,12,000

Note: City Allowance - Linked to place of posting.

Welcome to the HDFC Bank family.

www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L65920MH1994PLC080618

February 02, 2019

Personal & Confidential

Pune

Dear Abhijeet,

Further to the interview and discussion you had with us, we are pleased to offer you the position of RBB-PB-WD in HDFC Bank subject to the following terms and conditions:

Training Period:

The duration of your training will be for a period of twelve months from the date of joining. It is at the sole discretion of the Management to extend the period of training or modify/alter the terms of this contract on the basis of your performance, suitability and/or for any other reason/s whatsoever, on such terms and conditions as determined by the Bank.

Location:

Your initial place of posting will be Hadapsar, Pune. Your final place of posting will be intimated to you subsequently. However, the Bank reserves the right to transfer you to any other Office/Branch, Subsidiary or Associate Company of the Bank, in India, that is in existence or may come into existence at a future date.

Termination of Contract:

This contract can be terminated by the Bank or by you at the discretion of the management, either by giving one month's notice in writing or one month's emoluments in lieu of notice.

Secrecy:

It is a condition of your training that you will not, for whatever reason, divulge without express written authority from the Management, any information relating to the Bank or any of its constituents or employees, as received by you in the course of your employment and after the cessation of your training with the Bank

HDFC Bank Ltd.

February 02, 2017

Applicant No. 335577

Name : Subhash Mane

Grade : Assistant Manager

Vertical : RETAIL BRANCH BANKING

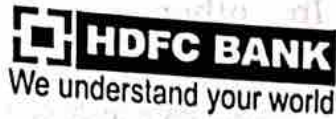
Location : Pune

Contact No : 9413242422

	Per Month (Rs)	Per Annum (Rs)
Base	7,500	90,000
Other Allowance	12,840	1,54,080
City Allowance *	1,000	12,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Lunch Allowance	910	10,920
Provident Fund		10,800
Gross	25,100	3,12,000

Note: City Allowance - Linked to place of posting.

Welcome to the HDFC Bank family.



HDFC Bank Limited
HDFC Bank House,
Senapati Bapat Marg,
Lower Parel (West),
Mumbai - 400 013.

February 2, 2017

Personal & Confidential

Pune

Dear Mangesh,

Further to the interview and discussion you had with us, we are pleased to offer you the position of **RBB-PB-WD** in HDFC Bank subject to the following terms and conditions:

Training Period:

The duration of your training will be for a period of twelve months from the date of joining. It is at the sole discretion of the Management to extend the period of training or modify/alter the terms of this contract on the basis of your performance, suitability and/or for any other reason/s whatsoever, on such terms and conditions as determined by the Bank.

Location:

Your initial place of posting will be Hadapsar, Pune. Your final place of posting will be intimated to you subsequently. However, the Bank reserves the right to transfer you to any other Office/Branch, Subsidiary or Associate Company of the Bank, in India, that is in existence or may come into existence at a future date.

Termination of Contract:

This contract can be terminated by the Bank or by you at the discretion of the management, either by giving one month's notice in writing or one month's emoluments in lieu of notice.

Secrecy:

It is a condition of your training that you will not, for whatever reason, divulge without express written authority from the Management, any information relating to the Bank or any of its constituents or employees, as received by you in the course of your employment and after the cessation of your training with the Bank

Alternative Employment:

During the course of your training with the Bank, you will not engage yourself directly or indirectly in any trade, business, occupation, employment, service or calling whether for remuneration or otherwise, without the prior written consent of the Bank.

Maternity Benefits:

- a) All women employees of the Bank, irrespective of their tenure shall be eligible for Maternity Leave. The Bank shall allow 26 weeks of paid Maternity leave to its women employees, of which, not more than 8 weeks to precede the date of her expected delivery. The maximum period entitled for maternity benefit by a woman having two or more than two surviving children shall be 12 weeks of which not more than 6 weeks shall precede the date of her expected delivery.
- b) The employee shall be also eligible for leave with pay for a period of 6 weeks in the event of a miscarriage or medical termination of pregnancy.
- c) In case of tubectomy operation, a woman employee is entitled for leave for a period of 2 weeks immediately following the day of her tubectomy operation.
- d) The Bank shall additionally provide leave with pay for a maximum period of one month for illness arising out of Pregnancy, delivery, premature birth of the child, miscarriage, medical termination of pregnancy or tubectomy. This benefit is allowed subject to production of Medical Certificate.
- e) A woman employee who legally adopts a child below the age of three months or a commissioning mother, shall be entitled to maternity leave with pay for a period of 12 weeks from the date the child is handed over to the adopting mother or the commissioning mother, as the case may be. The maximum period of maternity leave entitled to a woman employee legally adopting a child of over three months old and below the age of 6 years shall be eight weeks.
- f) In cases where a woman employee is not able to resume her duties at the end of Maternity Leave on account of medical / health reasons, she may be allowed to work from home for a period not exceeding 30 days subject to approval of concerned Group Head and CHRO provided the nature of work is such that she may work from home.

Creche facility:

- a) The Bank will provide crèche facility in line with regulatory guidelines. The offices /locations where such facilities would be made available and the applicable terms and conditions would be notified in the Employee Portal of the Bank.

Conditions Precedent:

The offer is made to you subject to the following pre-conditions:

- a) The Bank receiving attested copies of all your degrees, professional qualifications certificates and documents of scholarships/prizes won, if any.
- b) Your successful completion of Graduate/Post Graduate/Professional course which is currently ongoing for which you have been interviewed and offered.
- c) The Self Declaration given by you in respect of your medical fitness is in order.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and with regard to any dispute arising thereof, the Mumbai Courts will have exclusive jurisdiction.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in acts of Commission/Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

Kindly note that you are required to join the Bank as per the joining date agreed basis our discussion not exceeding 90 days from the issuance of the letter. You are required to give acceptance of the offer & above terms and conditions of employment immediately on receipt of this offer letter. This offer letter will be valid for a maximum of 90 days from the date of this letter.

We welcome you to HDFC BANK and look forward to having a long and mutually beneficial association with you.

Yours truly,

For HDFC BANK LIMITED

(Digitally Signed by Archana Shiroom.)

This communication is computer generated and may not contain signature. Where sent by email, this is signed with the digital signature of the HDFC Bank Ltd - which is obtained from a certifying authority under the Information Technology Act, 2000.

Digitally signed by HDFC Bank Ltd -
Human Resources - Archana Shiroom
Date: 2020.02.24 15:43:18 +05:30

www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L65920MH1994PLC080618

HDFC Bank Ltd.

February 02, 2019

Applicant No. 326598

Name : Shrijit Gopalkrishna Pillai

Grade : Assistant Manager

Vertical : RETAIL BRANCH BANKING

Location : Pune

Contact No :

	Per Month (Rs)	Per Annum (Rs)
Base	7,500	90,000
Other Allowance	12,840	1,54,080
City Allowance *	1,000	12,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Lunch Allowance	910	10,920
Provident Fund		10,800
Gross	25,100	3,12,000

Note: City Allowance - Linked to place of posting.

Welcome to the HDFC Bank family.

Personal & Confidential

February 02, 2019

Pune

Dear Shrijit,

Further to the interview and discussion you had with us, we are pleased to offer you the position of RBB-PB-WD in HDFC Bank subject to the following terms and conditions:

Training Period:

The duration of your training will be for a period of twelve months from the date of joining. It is at the sole discretion of the Management to extend the period of training or modify/alter the terms of this contract on the basis of your performance, suitability and/or for any other reason/s whatsoever, on such terms and conditions as determined by the Bank.

Location:

Your initial place of posting will be Hadapsar, Pune. Your final place of posting will be intimated to you subsequently. However, the Bank reserves the right to transfer you to any other Office/Branch, Subsidiary or Associate Company of the Bank, in India, that is in existence or may come into existence at a future date.

Termination of Contract:

This contract can be terminated by the Bank or by you at the discretion of the management, either by giving one month's notice in writing or one month's emoluments in lieu of notice.

Secrecy:

It is a condition of your training that you will not, for whatever reason, divulge without express written authority from the Management, any information relating to the Bank or any of its constituents or employees, as received by you in the course of your employment and after the cessation of your training with the Bank

HDFC Bank Ltd.

February 02, 2019

Applicant No. 326598

Name : Shrijit Gopalkrishna Pillai		
Grade : Assistant Manager		
Vertical : RETAIL BRANCH BANKING		
Location : Pune		
Contact No :		
	Per Month (Rs)	Per Annum (Rs)
Base	7,500	90,000
Other Allowance	12,840	1,54,080
City Allowance *	1,000	12,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Lunch Allowance	910	10,920
Provident Fund		10,800
Gross	25,100	3,12,000

Note: City Allowance - Linked to place of posting.

Welcome to the HDFC Bank family.

HDFC Bank Ltd.

February 02, 2019

Applicant No. 3695641

Name : Bharati Anil Waghmare		
Grade : Assistant Manager		
Vertical : RETAIL BRANCH BANKING		
Location : Pune		
Contact No :		
	Per Month (Rs)	Per Annum (Rs)
Base	7,500	90,000
Other Allowance	12,840	1,54,080
City Allowance *	1,000	12,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Lunch Allowance	910	10,920
Provident Fund		10,800
Gross	25,100	3,12,000

Note: City Allowance - Linked to place of posting.

Welcome to the HDFC Bank family.

Personal & Confidential

February 02, 2019

Pune

Dear Bharati,

Further to the interview and discussion you had with us, we are pleased to offer you the position of RBB-PB-WD in HDFC Bank subject to the following terms and conditions:

Training Period:

The duration of your training will be for a period of twelve months from the date of joining. It is at the sole discretion of the Management to extend the period of training or modify/alter the terms of this contract on the basis of your performance, suitability and/or for any other reason/s whatsoever, on such terms and conditions as determined by the Bank.

Location:

Your initial place of posting will be Hadapsar, Pune. Your final place of posting will be intimated to you subsequently. However, the Bank reserves the right to transfer you to any other Office/Branch, Subsidiary or Associate Company of the Bank, in India, that is in existence or may come into existence at a future date.

Termination of Contract:

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Secrecy:

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HDFC Bank Ltd.

February 02, 2019

Applicant No. 3695641

Name : Bharati Anil Waghmare		
Grade : Assistant Manager		
Vertical : RETAIL BRANCH BANKING		
Location : Pune		
Contact No :		
	Per Month (Rs)	Per Annum (Rs)
Base	7,500	90,000
Other Allowance	12,840	1,54,080
City Allowance *	1,000	12,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Lunch Allowance	910	10,920
Provident Fund		10,800
Gross	25,100	3,12,000

Note: City Allowance - Linked to place of posting.

Welcome to the HDFC Bank family.

HDFC Bank Ltd.

February 02, 2019

Applicant No. 326547

Name : Arjun Madhav Bidve
Grade : Assistant Manager
Vertical : RETAIL BRANCH BANKING
Location : Pune
Contact No : 9456236363

	Per Month (Rs)	Per Annum (Rs)
Base	7,500	90,000
Other Allowance	12,840	1,54,080
City Allowance *	1,000	12,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Lunch Allowance	910	10,920
Provident Fund		10,800
Gross	25,100	3,12,000

Note: City Allowance - Linked to place of posting.


Welcome to the HDFC Bank family.

Personal & Confidential

February 02, 2019

Pune

Dear Arjun Bidve,

 Further to the interview and discussion you had with us, we are pleased to offer you the position of RBB-PB-WD in HDFC Bank subject to the following terms and conditions:

Training Period:

The duration of your training will be for a period of twelve months from the date of joining. It is at the sole discretion of the Management to extend the period of training or modify/alter the terms of this contract on the basis of your performance, suitability and/or for any other reason/s whatsoever, on such terms and conditions as determined by the Bank.

Location:

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AXISB/LOA/RH609234/38400

13/07/2020

Kamble Dhyaneswar V

LETTER OF APPOINTMENT

Dear Kamble Dhyaneswar

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of Assistant Manager in Branch Banking.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment**1. Compensation**

- 1.1 The annual compensation payable to you will be INR 4,07,324 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no political affiliation and no monetary gains. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.

4. Fidelity & Secrecy

- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.

Tech Mahindra BUSINESS SERVICES

Tech Mahindra
Business Services Ltd.

Building No. 3, Commerzone, Survey No. 144 & 145,
Samrat Ashoka Path, Off Airport Road, Pune - 411 006

CIN No.: U72900MH2006PLC159149

Phone : +91 (20) 4914 2000

Fax : +91 (20) 4914 2233

Website: www.techmbs.in

Registered Office:
Spectrum Towers, Mindspace, Chincholi Bunder,
Link Road, Malad (West), Mumbai - 400 064

March 18 2020

More Avinash Hiranman

Dear Gayatri,

Welcome to Tech Mahindra Business Services Ltd. We are pleased to offer you the position of Customer Relations Advisor in our organization. The terms and conditions of the offer are given below:

1. Your initial place of Posting will be in PUNE with Uk-PUNE-Operations.
 2. You are expected to join as early as possible, and not later than March 18, 2020 failing which we presume you do not have interest in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled.
Your Induction will be on March 18, 2020
Time: 1:00 PM
Venue: 3 House- 1st Floor - NEO Room.
Our contact no. for recruitment is +91(020) 49142141
 3. You will be on probation for a period of three months. Based on the three monthly assessments, you will be confirmed or extended if deemed necessary, at the company's discretion. Either party can terminate this appointment with fifteen days (15 days) notice in probation or with thirty days (30 days) notice after confirmation or payment in lieu thereof. However, if your service is terminated for fraud, theft, or withholding of information in the application form or for any other form of misconduct, notice pay will not be payable.
 4. This offer of appointment is conditional and subject to you clearing the Reference Check. If we have reasons to believe that you have not discontinued your previous employment contract (if any) and TMBS finds or gets aware that currently as on date your employment with the previous employer is valid and existing while still in services with us or any of the information provided by you is false or incorrect, then we reserve our unconditional rights to terminate your services forthwith at our sole discretion without giving a further notice to you. Any payments made to you by TMBS from Date of Joining TMBS, needs to be refunded to TMBS immediately and any payments due to you by TMBS shall not be paid by us. Further the duration or period of your work in TMBS shall be treated null and void ab Initio. Your statutory obligations towards PF, EDLI and other Insurances shall stand cancelled.
 5. You are willing to work in 24*7 shifts
 6. Notwithstanding anything to the contrary stated elsewhere in the employment contract, you Understand that you cannot avail any leaves during training/probation and On Job Training (OJT)
 7. You will adhere to the induction/Training shift timings/office working hours including but not limited to Log-in/ Log-out and will comply with the same. You will not violate the same for reason whatsoever including but not limited to religious activities.
 8. This is not a regular offer of appointment but a offer letter. The formal letter of appointment will be issued at the time of joining.
 9. Please submit the following at the time of your joining.
 - A copy of the relieving letter from your present employer
 - Documentary evidence of the last salary drawn
 - Documentary evidence of date of birth & Educational Qualifications
 - Pre - employment Application Form (if not submitted already)
 10. You are informed that any request for a change in process will not be accommodated at the time of joining.
 11. The Compensation and Benefits Program applicable to your grade is enclosed for your reference. Please note that your compensation is a confidential matter between you and the company, and the company shall view any breach of confidentiality with utmost seriousness.
 12. We have corporate tie-ups with CITI, ICICI & Kotak Bank for salary accounts. You have the option to choose between the three. Please acknowledge that either of the banks has not identified you as a defaulter. If you have been identified please specify the bank. In instances where it comes to our knowledge that you have provided us incomplete/ inaccurate details then this offer will be treated as null & void with retrospective effect.
 13. The Company shall not be responsible for any claim arising out of misrepresentation given by any recruitment agency/individual.
- Please return the duplicate copy of this letter duly signed indicating your acceptance of our terms and conditions of employment.
We once again would like to thank you for your interest in seeking a career with our Organisation and hope you will have a fruitful and successful career with us.

Yours sincerely,
For Tech Mahindra Business Services Ltd

Yuri Roy
Head-Talent Acquisition



Validate your offer letter on



Winner of the 2016 and 2017
Gallup Great Workplace Award

Tech Mahindra BUSINESS SERVICES

Tech Mahindra
Business Services Ltd.

Building No. 3, Commerzone, Survey No. 144 & 145,
Sambal Ashoka Path, Off Airport Road, Pune - 411 006

CIN No.: U72900MH2006PLC159149

Phone : +91 (20) 4914 2000
Fax : +91 (20) 4914 2233

Website: www.techmbis.in

Registered Office:
Spectrum Towers, Mindspace, Chincholi Bunder,
Link Road, Malad (West), Mumbai - 400 064

18 March 2019
Galkwad Kshitij Shyam

Dear Kshitij,

Welcome to Tech Mahindra Business Services Ltd. We are pleased to offer you the position of Customer Relations Advisor in our organization. The terms and conditions of the offer are given below:

1. Your initial place of Posting will be in PUNE with Uk-PUNE-Operations.
2. You are expected to join as early as possible, and not later than March 18, 2019 failing which we presume you do not have interest in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled.
Your Induction will be on March 18, 2019
Time: 1:00 PM
Venue: 3 House- 1st Floor - NEO Room.
Our contact no. for recruitment is +91(020) 49142141
3. You will be on probation for a period of three months. Based on the three monthly assessments, you will be confirmed or extended if deemed necessary, at the company's discretion. Either party can terminate this appointment with fifteen days (15 days) notice in probation or with thirty days (30 days) notice after confirmation or payment in lieu thereof. However, if your service is terminated for fraud, theft, or withholding of information in the application form or for any other form of misconduct, notice pay will not be payable.
4. This offer of appointment is conditional and subject to you clearing the Reference Check. If we have reasons to believe that you have not discontinued your previous employment contract (if any) and TMBS finds or gets aware that currently as on date your employment with the previous employer is valid and existing while still in services with us or any of the information provided by you is false or incorrect, then we reserve our unconditional rights to terminate your services forthwith at our sole discretion without giving a further notice to you. Any payments made to you by TMBS from Date of Joining TMBS, needs to be refunded to TMBS immediately and any payments due to you by TMBS shall not be paid by us. Further the duration or period of your work in TMBS shall be treated null and void ab initio. Your statutory obligations towards PF, EDLI and other Insurances shall stand cancelled.
5. You are willing to work in 24*7 shifts
6. Notwithstanding anything to the contrary stated elsewhere in the employment contract, you understand that you cannot avail any leaves during training/probation and On Job Training (OJT)
7. You will adhere to the induction/Training shift timings/office working hours including but not limited to Log-in/ Log-out and will comply with the same. You will not violate the same for reason whatsoever including but not limited to religious activities.
8. This is not a regular offer of appointment but a offer letter. The formal letter of appointment will be issued at the time of joining.
9. Please submit the following at the time of your joining.
 - A copy of the relieving letter from your present employer
 - Documentary evidence of the last salary drawn
 - Documentary evidence of date of birth & Educational Qualifications
 - Pre - employment Application Form (if not submitted already)
10. You are informed that any request for a change in process will not be accommodated at the time of joining.
11. The Compensation and Benefits Program applicable to your grade is enclosed for your reference. Please note that your compensation is a confidential matter between you and the company, and the company shall view any breach of confidentiality with utmost seriousness.
12. We have corporate tie-ups with CITI, ICICI & Kotak Bank for salary accounts. You have the option to choose between the three. Please acknowledge that either of the banks has not identified you as a defaulter. If you have been identified please specify the bank. In instances where it comes to our knowledge that you have provided us incomplete/ inaccurate details then this offer will be treated as null & void with retrospective effect.
13. The Company shall not be responsible for any claim arising out of misrepresentation given by any recruitment agency/individual.

Please return the duplicate copy of this letter duly signed indicating your acceptance of our terms and conditions of employment.

We once again would like to thank you for your interest in seeking a career with our Organisation and hope you will have a fruitful and successful career with us.

Yours sincerely,
For Tech Mahindra Business Services Ltd

Yuri Roy
Head-Talent Acquisition



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Tech Mahindra BUSINESS SERVICES

Tech Mahindra
Business Services Ltd.

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CIN No: U72900MH2006PLC159149

Phone : +91 (20) 4914 2000

Fax : +91 (20) 4914 2233

Website: www.techmbis.in

Registered Office:

Spectrum Towers, Mindspace, Chincholi Bunder
Link Road, Malad (West), Mumbai - 400 084

March 2019

Dhamane Amit Shrikrushna

Dear Amit

Welcome to Tech Mahindra Business Services Ltd. We are pleased to offer you the position of Customer Relations Advisor in our organization. The terms and conditions of the offer are given below:

1. Your initial place of Posting will be in PUNE with UK-PUNE-Operations.
2. You are expected to join as early as possible, and not later than **March 18, 2019** failing which we presume you do not have interest in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled.
Your Induction will be on **March 18, 2022**
Time: **1:00 PM**
Venue: **3 House- 1st Floor – NEO Room.**
Our contact no. for recruitment is **+91(020) 49142141**
3. You will be on probation for a period of **three months**. Based on the three monthly assessments, you will be confirmed or extended if deemed necessary, at the company's discretion. Either party can terminate this appointment with fifteen days (15 days) notice in probation or with thirty days (30 days) notice after confirmation or payment in lieu thereof. However, if your service is terminated for fraud, theft, or withholding of information in the application form or for any other form of misconduct, notice pay will not be payable.
4. This offer of appointment is conditional and subject to you clearing the **Reference Check**. If we have reasons to believe that you have not discontinued your previous employment contract (if any) and TMBS finds or gets aware that currently as on date your employment with the previous employer is valid and existing while still in services with us or any of the information provided by you is false or incorrect, then we reserve our unconditional rights to terminate your services forthwith at our sole discretion without giving a further notice to you. Any payments made to you by TMBS from Date of Joining TMBS, needs to be refunded to TMBS immediately and any payments due to you by TMBS shall not be paid by us. Further the duration or period of your work in TMBS shall be treated null and void ab Initio. Your statutory obligations towards PF, EDLI and other Insurances shall stand cancelled.
5. You are willing to work in 24*7 shifts
6. Notwithstanding anything to the contrary stated elsewhere in the employment contract, you Understand that you cannot avail any leaves during training/probation and On Job Training (OJT)
7. You will adhere to the induction/Training shift timings/office working hours including but not limited to Log-in/ Log-out and will comply with the same. You will not violate the same for reason whatsoever including but not limited to religious activities.
8. This is not a regular offer of appointment but a offer letter. The formal letter of appointment will be issued at the time of joining.
9. Please submit the following at the time of your joining.
 - A copy of the relieving letter from your present employer
 - Documentary evidence of the last salary drawn
 - Documentary evidence of date of birth & Educational Qualifications
 - Pre - employment Application Form (if not submitted already)
10. You are informed that any request for a change in process will not be accommodated at the time of joining.
11. The Compensation and Benefits Program applicable to your grade is enclosed for your reference. Please note that your compensation is a confidential matter between you and the company, and the company shall view any breach of confidentiality with utmost seriousness.
12. We have corporate tie-ups with CITI, ICICI & Kotak Bank for salary accounts. You have the option to choose between the three. Please acknowledge that either of the banks has not identified you as a defaulter. If you have been identified please specify the bank. In instances where it comes to our knowledge that you have provided us incomplete/ inaccurate details then this offer will be treated as null & void with retrospective effect.
13. The Company shall not be responsible for any claim arising out of misrepresentation given by any recruitment agency/individual.

Please return the duplicate copy of this letter duly signed indicating your acceptance of our terms and conditions of employment.

We once again would like to thank you for your interest in seeking a career with our Organisation and hope you will have a fruitful and successful career with us.

Yours sincerely,

For Tech Mahindra Business Services Ltd


Yuri Roy
Head-Talent Acquisition



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Website: www.techmbs.in

Registered Office:
Spectrum Towers, Mindspace, Chincholi Bunder,
Link Road, Malad (West), Mumbai - 400 064

March 18 2019

Kanade Nilesh Mangaldas

Dear Nilesh

Welcome to Tech Mahindra Business Services Ltd. We are pleased to offer you the position of Customer Relations Advisor in our organization. The terms and conditions of the offer are given below:

1. Your initial place of Posting will be in PUNE with UK-PUNE-Operations.
2. You are expected to join as early as possible, and not later than March 18, 2019 failing which we presume you do not have interest in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled.
Your Induction will be on March 18, 2019
Time: 1:00 PM
Venue: 3 House- 1st Floor - NEO Room.
Our contact no. for recruitment is +91(020) 49142141
You will be on probation for a period of three months. Based on the three monthly assessments, you will be confirmed or extended if deemed necessary, at the company's discretion. Either party can terminate this appointment with fifteen days (15 days) notice in probation or with thirty days (30 days) notice after confirmation or payment in lieu thereof. However, if your service is terminated for fraud, theft, or withholding of information in the application form or for any other form of misconduct, notice pay will not be payable.
4. This offer of appointment is conditional and subject to you clearing the Reference Check. If we have reasons to believe that you have not discontinued your previous employment contract (if any) and TMBS finds or gets aware that currently as on date your employment with the previous employer is valid and existing while still in services with us or any of the information provided by you is false or incorrect, then we reserve our unconditional rights to terminate your services forthwith at our sole discretion without giving a further notice to you. Any payments made to you by TMBS from Date of Joining TMBS, needs to be refunded to TMBS immediately and any payments due to you by TMBS shall not be paid by us. Further the duration or period of your work in TMBS shall be treated null and void ab initio. Your statutory obligations towards PF, EDLI and other Insurances shall stand cancelled.
5. You are willing to work in 24*7 shifts
6. Notwithstanding anything to the contrary stated elsewhere in the employment contract, you Understand that you cannot avail any leaves during training/probation and On Job Training (OJT)
7. You will adhere to the induction/Training shift timings/office working hours including but not limited to Log-in/ Log-out and will comply with the same. You will not violate the same for reason whatsoever including but not limited to religious activities.
8. This is not a regular offer of appointment but a offer letter. The formal letter of appointment will be issued at the time of joining.
9. Please submit the following at the time of your joining.
 - A copy of the relieving letter from your present employer
 - Documentary evidence of the last salary drawn
 - Documentary evidence of date of birth & Educational Qualifications
 - Pre - employment Application Form (if not submitted already)
10. You are informed that any request for a change in process will not be accommodated at the time of joining.
11. The Compensation and Benefits Program applicable to your grade is enclosed for your reference. Please note that your compensation is a confidential matter between you and the company, and the company shall view any breach of confidentiality with utmost seriousness.
12. We have corporate tie-ups with CITI, ICICI & Kotak Bank for salary accounts. You have the option to choose between the three. Please acknowledge that either of the banks has not identified you as a defaulter. If you have been identified please specify the bank. In instances where it comes to our knowledge that you have provided us incomplete/ inaccurate details then this offer will be treated as null & void with retrospective effect.
13. The Company shall not be responsible for any claim arising out of misrepresentation given by any recruitment agency/individual.

Please return the duplicate copy of this letter duly signed indicating your acceptance of our terms and conditions of employment.

We once again would like to thank you for your interest in seeking a career with our Organisation and hope you will have a fruitful and successful career with us.

Yours sincerely,

For Tech Mahindra Business Services Ltd

Yuri Roy
Head-Talent Acquisition



Validate your offer letter on

MyJob

GET IT ON
Google Play

Winner of the 2016 and 2017
Gallup Great Workplace Award

Offer for Employment

Date: 25th April 2020

Private and Confidential

Pallavi Kamble

Offer of Employment: Pallavi Kamble

Dear Pallavi

This is further to the discussions and the email dated 25/04/2020 confirming your selection.

We, Hays Specialist Recruitment Private Limited ("Company"), having its registered office at Office No. 2102, Space Inspire Hub, Adani Western Height, J.P. Road, Four Bungalows, Andheri West, Mumbai 400053 Maharashtra - 400053, India, are pleased to offer you appointment on the following terms and conditions herein. Your appointment is contingent upon satisfactory Reference & Background checks including verification of your application materials, education and employment history. On unsuccessful reference & background checks, this offer of employment will be treated as null and void.

Position:	HR Operations Specialist - APAC
Client:	UBS Business Solutions (India) Pvt Ltd
Client address:	Unit No. 501/601/701/801/901, Building No.8, CommerceZone, Yerwada, Samrath Ashok Path, Pune, Maharashtra - 411006
Location:	Pune
Supervisor	You will be under the supervision, direction and control of the Company and shall also be responsible to the above named Client.
Contract Type:	Fixed Term
Commencement Date:	09th May 2020 (subject to completion of Reference and Background Checks or such later date determined by HAYS)
End Date:	08th November 2020
Employee Notice Period:	The employee must give written notice of no less than 30 days after date of appointment.
Work Days and Hours:	As an employee, you are expected to work up to [45 hours] a week and such other hours as may be reasonably required to complete your business duties.
Cost to Company:	You cost to the company is fixed at INR 30,000 Per month or INR -3,60,000 Per Year subject to statutory deduction of Provident Fund, Employee State Insurance, Professional Tax and Tax Deducted at Sources.

Offer for Employment

Date: 25th April 2020

Private and Confidential

Aishwariya Bhosle

Offer of Employment: Aishwariya

Dear Aishwariya

This is further to the discussions and the email dated 25/04/2020 confirming your selection.

We, Hays Specialist Recruitment Private Limited ("Company"), having its registered office at Office No. 2102, Space Inspire Hub, Adani Western Height, J.P. Road, Four Bungalows, Andheri West, Mumbai 400053 Maharashtra - 400053, India, are pleased to offer you appointment on the following terms and conditions herein. Your appointment is contingent upon satisfactory Reference & Background checks including verification of your application materials, education and employment history. On unsuccessful reference & background checks, this offer of employment will be treated as null and void.

Position:-	HR Operations Specialist - APAC
Client:	UBS Business Solutions (India) Pvt Ltd
Client address:	Unit No. 501/601/701/801/901, Building No.8, CommerceZone, Yerwada, Samrath Ashok Path, Pune, Maharashtra - 411006
Location:	Pune
Supervisor	You will be under the supervision, direction and control of the Company and shall also be responsible to the above named Client.
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Work Days and Hours:	As an employee, you are expected to work up to [45 hours] a week and such other hours as may be reasonably required to complete your business duties.
Cost to Company:	You cost to the company is fixed at INR 30,000 Per month or INR -3,60,000 Per Year subject to statutory deduction of Provident Fund, Employee State Insurance, Professional Tax and Tax Deducted at Sources.

Offer for Employment

Date: 25th April 2020

Private and Confidential

Amrita Dayanand Mane

Offer of Employment: Amrita Mane

Dear Amrita

This is further to the discussions and the email dated 25/04/2022 confirming your selection.

We, Hays Specialist Recruitment Private Limited ("Company"), having its registered office at Office No. 2102, Space Inspire Hub, Adani Western Height, J.P. Road, Four Bungalows, Andheri West, Mumbai 400053 Maharashtra - 400053, India, are pleased to offer you appointment on the following terms and conditions herein. Your appointment is contingent upon satisfactory Reference & Background checks including verification of your application materials, education and employment history. On unsuccessful reference & background checks, this offer of employment will be treated as null and void.

Position:	HR Operations Specialist - APAC
Client:	UBS Business Solutions (India) Pvt Ltd
Client address:	Unit No. 501/601/701/801/901, Building No.8, CommerceZone, Yerwada, Samrath Ashok Path, Pune, Maharashtra - 411006
Location:	Pune
Supervisor	You will be under the supervision, direction and control of the Company and shall also be responsible to the above named Client.
Contract Type:	Fixed Term
Commencement Date:	09th May 2022 (subject to completion of Reference and Background Checks or such later date determined by HAYS)
End Date:	08th November 2021
Employee Notice Period:	The employee must give written notice of no less than 30 days after date of appointment.
Work Days and Hours:	As an employee, you are expected to work up to [45 hours] a week and such other hours as may be reasonably required to complete your business duties.
Cost to Company:	You cost to the company is fixed at INR 30,000 Per month or INR -3,60,000 Per Year subject to statutory deduction of Provident Fund, Employee State Insurance, Professional Tax and Tax Deducted at Sources.

Offer for Employment

Date: 25th April 2020

Private and Confidential

Aishwariya Bhosle

Dear, Aishwariya

Offer of Employment: Aishwariya

This is further to the discussions and the email dated 25/04/2020 confirming your selection.

We, Hays Specialist Recruitment Private Limited ("Company"), having its registered office at Office No. 2102, Space Inspire Hub, Adani Western Height, J.P. Road, Four Bungalows, Andheri West, Mumbai 400053 Maharashtra - 400053, India, are pleased to offer you appointment on the following terms and conditions herein. Your appointment is contingent upon satisfactory Reference & Background checks including verification of your application materials, education and employment history. On unsuccessful reference & background checks, this offer of employment will be treated as null and void.

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Client:	UBS Business Solutions (India) Pvt Ltd
Client address:	Unit No. 501/601/701/801/901, Building No.8, CommerceZone, Yerwada, Samrath Ashok Path, Pune, Maharashtra - 411006
Location:	Pune
Supervisor	You will be under the supervision, direction and control of the Company and shall also be responsible to the above named Client.
Contract Type:	Fixed Term
Commencement Date:	09th May 2020 (subject to completion of Reference and Background Checks or such later date determined by HAYS)
End Date:	08th November 2020
Employee Notice Period:	The employee must give written notice of no less than 30 days after date of appointment.
Work Days and Hours:	As an employee, you are expected to work up to [45 hours] a week and such other hours as may be reasonably required to complete your business duties.
Cost to Company:	You cost to the company is fixed at INR 30,000 Per month or INR -3,60,000 Per Year subject to statutory deduction of Provident Fund, Employee State Insurance, Professional Tax and Tax Deducted at Sources.

Appointment Letter

12 Aug 2020

Priyanka Sunil Bhosle

Dear Priyanka

Reference to your application or suitable opportunity with us and subsequent discussions held with you, we are pleased to inform you that you are being appointed as "HR Recruter" in our Company at Pune. Your work location for this assignment will be Pune branch w.e.f.

12 Aug 2020

1. EMPLOYMENT:

You are being appointed w.e.f. 12 Aug 2020 Upon completion of your probation period of Six Months, your performance will be reviewed and based on the review your employment may be further renewed and /or continue in the Company. The final decision shall be discretion of with the Management of the Company.

2. SALARY:

You will be entitled for gross monthly salary of Rs. 21,000 /-. Professional Tax will be deducted from your salary every month. The management reserves the right to restructure or change your remuneration at any time at its sole discretion; in such as case your existing gross salary would be protected.

3. LEAVE:

During your employment you will be entitled to leave benefits subject to the existing rules and regulations of the company or client and the same will be communicated to you from time to time the rules and regulations of the Company may be amended from time to time as per the requirement of the client or company.

4. WORKING HOURS:

You have to work Six days per week. You will abide by the shift timings and other regulatory procedure in force at Company

5. SCOPE OF ACTIVITIES:

Since our Company is undertaking jobs in various Establishments on Contract basis, your services can be transferred, from one Establishment to another anywhere in India, where our Company has been awarded the Contract or may be awarded Contracts in future at client's locations or company's own offices, establishments or points of presence as per the business needs and the same shall be at the sole discretion of the company. Scope of work assigned to you will be communicated to you separately subject to amendments from time to time and as and when required. Any objection from your side to any change in the scope of work may be construed as your unwillingness. The scope of the activities to be performed by you at different locations of our client's shall be reviewed from time to time.

6. TRANSFER:

Initially you will be placed at Pune as mentioned above. However, your venue and place for working may change from time to time, as well as will be transferable to any department, branch offices or any establishments of the company or its Affiliates, Subsidiaries, Sister Concerns, Group Companies...etc., or of its client anywhere in the India, at any point in time during the tenure of your employment.

7. REFERENCE CHECK:

This appointment is subject to Reference check verification, at the sole discretion of the company and/or its clients. At any time, during the course of your employment, if your Reference check is found to be unsatisfactory, your services shall be terminated with immediate effect.

8. SPECIALISED TRAINING:

As per job requirement, you may be nominated for training programs under any professional, subject matter expert / specialist or institution to be conducted anywhere in the India to improve your skills and abilities

21/08/2020

Dhyaneshwar Kamble

LETTER OF APPOINTMENT

Dear,
Dhyaneshwar

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of Assistant Manager in Branch Banking.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual compensation payable to you will be INR 4,07,324 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no political affiliation and no monetary gains. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.

4. Fidelity & Secrecy

- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.

AXISB/LOA/RH609234/38400

13/07/2020

Kamble Dhyaneshwar V

LETTER OF APPOINTMENT

Dear Kamble Dhyaneshwar

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of Assistant Manager in Branch Banking.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual compensation payable to you will be INR 4,07,324 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

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- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no political affiliation and no monetary gains. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.

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- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.



PRIVATE AND CONFIDENTIAL

18, June 2018

Dear Ohal Darshana Ramakant,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (Photo copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



PRIVATE AND CONFIDENTIAL

8 August, 2018

Dear Sneha Dillip Kadu,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

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Vadodara 390 007, India.



JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (Photo copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

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Old Padra Road,
Vadodara 390 007, India.



PRIVATE AND CONFIDENTIAL

10 Feb, 2018

Dear Vilas Prakash Jadhao,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
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Regd. Office : ICICI Bank Tower,
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JOINING FORMALITIES

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URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

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- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

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ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

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Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



PRIVATE AND CONFIDENTIAL

Reference No. - 1447711

Applicant ID - A112233

02 Feb 2019

Dear Priti Bansod,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



PRIVATE AND CONFIDENTIAL

15, June 2018

Dear Harshal Danak,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (Photo copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

EMPLOYMENT OFFER LETTER

05/01/2018
Suryawanshi Rahul Maruti,

Handewadi
Pune,
India.

Confidential

Dear Suryawanshi Rahul Maruti,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Cppgemini Technology Services India Limited ('Cppgemini' or 'Company') starting from 15/03/2018 (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be Analyst/AA.
- B) You will be required to work at the Company's offices in Pune.
- C) You have to report by 8:30 am at Pune office, for joining formalities and contact security at the main gate for your entry pass at:

Address
Ground to 14th Floor of Development Block 1, Plot No 14,
Rajiv Gandhi Infotech Park, Phase III, Hinjewadi, Pune, Maharashtra - 411057

Please note that your name mentioned in the offer letter will be used to create your employee records in Cppgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letter, PAN card, Passport, etc.

- D) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 300,002.00 (Rupees Three Lakh And Two Only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

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

Cost to Company (CTC).

Rs.300,002.00

Monthly Components	Per Month	Annualized
	Rs.15,000.00	Rs.180,000.00
House Rent Allowance	Rs.3,395.00	Rs.40,740.00
Gratuity Statutory Bonus ++	Rs.3,149.00	Rs.37,788.00
Basic monthly salary	Rs.21,544.00	Rs.258,528.00
Company's contribution to PF *	Rs.1,800.00	Rs.21,600.00
Medical Insurance (accrual only)		Rs.8,664.00
Unutilized Compensation		Rs.288,792.00
Total Cash Compensation		Rs.288,792.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.11,210.00
Total Cost to Company		Rs. 300,002.00

Notes:

- The payroll processing will be as per Company policy notified from time to time.
 - For claiming tax benefit in case of admissible allowances and reimbursements (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement etc.), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
 - In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
- The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- Employee's contribution towards PF will be made from the monthly salary as defined by Law. The Benefits (Accidental, Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.

EMPLOYMENT OFFER LETTER

05/12/2018
Urkude Ruchita Mahadeorao.

Handewadi
Pune,
India.

Confidential

Dear Urkude Ruchita Mahadeorao,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Cpggemini Technology Services India Limited ("Cpggemini" or Company) starting from 05/01/2019 (or such other date as may be communicated to you by the Company), as per details given below.

1) Your current designation will be Analyst/AA.

2) You will be required to work at the Company's offices in Pune.

3) You have to report by 8:30 am at Pune office, for joining formalities and contact security at the main gate for your entry pass at:

Address
Ground to 14th Floor of Development Block 1, Plot No 14,
Rajiv Gandhi Infotech Park, Phase III, Hinjewadi, Pune, Maharashtra - 411057

Please note that your name mentioned in the offer letter will be used to create your employee records in Cpggemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, ID card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 300,002.00 (Rupees Three Lakh And Two Only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

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

Cost to Company (CTC).

Rs.300,002.00

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.180,000.00
House Rent Allowance	Rs.3,395.00	Rs.40,740.00
Advance Statutory Bonus **	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.21,544.00	Rs.258,528.00
Capgemini's contribution to PF *	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.288,792.00
Total Cash Compensation		Rs.288,792.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.11,210.00
Total Cost to Company		Rs. 300,002.00

Notes:

- The payroll processing will be as per Company policy notified from time to time.
- For claiming tax benefit in case of admissible allowances and reimbursements (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement etc.), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
- In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
- The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- Employee's contribution towards PF will be made from the monthly salary as defined by Law. The Benefits (Accidental, Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.



SGMS MAINTENANCE SERVICE

SERVICE PROVIDER : HOUSE KEEPING, OFFICE BOY, PENRY BOY, GARDEN DEVELOPMENT & GARDEN MAINTENANCE,
OFFICE INDOOR & OUTDOOR PLANT, PROPERTY SOLUTION, FACILITY MANAGEMENT & LABOUR CONTRACTOR

CORPORATE OFFICE : Shop No.12, Ambe Bhakti CHS, Ltd., Plot No.97, Sec - 5, Nr. Dally Bazar,
Ghansoli, Navi Mumbai-400709. Tel : 65838700/300 Mob.: 9321997771

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APPOINTMENT LETTER

Date: 21 Jan 2018

Mr. Harshad Digambar Waghmode

C/O Arun Kuchick, SS2-A/34,

Sector-5, Koperkhairane,
Navi Mumbai-400709

Sub: - Letter of Appointment

With reference to the discussion we had with you, we are pleased to appoint you as **Account Assistant** under the following terms and conditions:

1. Commencement Date

Your date of appointment will be effective from June 05th 2018 M/s. SGMS Maintenance Service, Ghansoli, and Navi Mumbai.

2. Salary and Benefits

Salary and benefits are details are as following:

Basic	5000
HRA	5000
Travel Allowances	1000
Total Salary	11,000/-

Your Gross Salary is 11000/-

3. Place of work

Your initial employment location will be SGMS Maintenance Service, Ghansoli.

4. Working Hours

The shift timings will be 10:00 am to 7:00 pm. Sunday will be weekly off & paid national holiday.

5. Job Assignment/Reporting

In your assignment, you will be responsible for the duties of **Accounts Department**, as more particularly laid out in the job description for this position. You will report directly to the supervisor nominated by the management.

SGMS

SGMS MAINTENANCE SERVICE

SERVICE PROVIDER : HOUSE KEEPING, OFFICE BOY, PENRY BOY, GARDEN DEVELOPMENT & GARDEN MAINTENANCE,
OFFICE INDOOR & OUTDOOR PLANT, PROPERTY SOLUTION, FACILITY MANAGEMENT & LABOUR CONTRACTOR
CORPORATE OFFICE : Shop No.12, Ambe Bhaku CHS, Ltd., Plot No.97, Sec - 5, Nr. Dally Bazar,
Ghansoli, Navi Mumbai-400709. Tel : 65838200 / 300 Mob.: 9321997771

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APPOINTMENT LETTER

Date: 21 Jan 2018

Mr. Pritesh Prashant Londhe

C/O Arun Kuchick, SS2-A/34,

Sector-5, Koperkhairane,
Navi Mumbai-400709

Sub: - Letter of Appointment

With reference to the discussion we had with you, we are pleased to appoint you as **Account Assistant** under the following terms and conditions:

1. Commencement Date

Your date of appointment will be effective from June 05th 2018 M/s. SGMS Maintenance Service, Ghansoli, and Navi Mumbai.

2. Salary and Benefits

Salary and benefits details are as following:

Basic	5000
HRA	5000
Travel Allowances	1000
Total Salary	11,000/-

Your Gross Salary is 11000/-

3. Place of work

Your initial employment location will be SGMS Maintenance Service. Ghansoli.

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The shift timings will be 10:00 am to 7:00 pm. Sunday will be weekly off & paid national holiday.

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In your assignment, you will be responsible for the duties of **Accounts Department**, as more particularly laid out in the job description for this position. You will report directly to the supervisor nominated by the management.

SGMS

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Emphasize a key point. To place this logo in your document, just drag it. Website : www.alliedsecurity.in

APPOINTMENT LETTER

Date: 21 Jan 2018

Mr. Anupam Kiran Bhandarkar
C/O Arun Kuchick, SS2-A/34,
Sector-5, Koperkhairane,
Navi Mumbai-400709

Sub: - Letter of Appointment

With reference to the discussion we had with you, we are pleased to appoint you as Account Assistant under the following terms and conditions:

1. Commencement Date

Your date of appointment will be effective from June 05th 2018 M/s. SGMS Maintenance Service, Ghansoli, and Navi Mumbai.

2. Salary and Benefits

Salary and benefits are details are as following:

Basic	5000
HRA	5000
Travel Allowances	1000
Total Salary	11,000/-

Your Gross Salary is 11000/-

3. Place of work

Your initial employment location will be SGMS Maintenance Service, Ghansoli.

4. Working Hours

The shift timings will be 10:00 am to 7:00 pm. Sunday will be weekly off & public national holiday.

5. Job Assignment/Reporting

In your assignment, you will be responsible for the duties of Accounts Department, as more particularly laid out in the job description for this position. You will report directly to the supervisor nominated by the management.

KZ:HRM:T-5: 1

February 02, 2018

PRAKASH VIJAYKUMAR KAMBLE,

Dear Prakash,

Further to the interview and discussion you had with us, we are pleased to offer you the position of RBB-PB-WD in Bank of Baroda subject to the following terms and conditions:

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

1.1 The annual compensation payable to you will be INR 3,50,000 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.

1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.

2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will


(C V Pawar)
Chief Manager (HRM)



बैंक ऑफ बड़ौदा
Bank of Baroda



KZ:HRM:T-5:1

August 6, 2018

Pratik Narendra Thakre,

Dear Pratik,

Further to the interview and discussion you had with us, we are pleased to offer you the position of RBB-PB-WD in Bank of Baroda subject to the following terms and conditions:

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

1.1 The annual compensation payable to you will be INR 3, 50, 000 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.

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2. Code of Conduct & Ethics

2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.

2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will


(C V Pawar)
Chief Manager (HRM)

KZ:HRM:T-5: I

June 06, 2018

Vijay Mahesh Darekar,

Dear Vijay,

Further to the interview and discussion you had with us, we are pleased to offer you the position of RBB-PB-WD in Bank of Baroda subject to the following terms and conditions:

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

1.1 The annual compensation payable to you will be INR 3,50,000 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.

1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

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2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will


(C V Pawar)
Chief Manager (HRM)



बैंक ऑफ बड़ौदा
Bank of Baroda



KZ:HRM:T-5: I

February 02, 2019

Amol Ashokrao Gaikwad,

Dear Amol,

Further to the interview and discussion you had with us, we are pleased to offer you the position of RBB-PB-WD in Bank of Baroda subject to the following terms and conditions:

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

1.1 The annual compensation payable to you will be INR 3, 50, 000 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.

1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

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2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.

2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will


(C V Pawar)
Chief Manager (HRM)



08-AUG-2019

Letter of Appointment

To
KIRAN MUKESH JAISWAL
House No. 1, Surash Nisarg Society,
Pune, Maharashtra

Dear Kiran Jaiswal,

This has reference to our Offer of Employment in TATA Consultancy Services Limited vide TCSL/218784/ TCS - Chennai/ ADM-MAINFRAME-CHENNAI/ ITA dated 16-MAY-19 and your completing joining formalities as per TCSL's policy.


On the terms and conditions detailed in our Offer of Employment accepted by you, we are happy to appoint you as **I.T. Analyst** in Grade **C2** with effect from **06-Aug-2019**. Your Associate number is 224389.

Please sign and return the duplicate copy of this letter.

I take this opportunity to extend you a warm welcome to the TCSL Family !

With warm regards,

Yours sincerely
FOR TATA Consultancy Services Limited


D.P. Nambiar
Global Head - HR Sourcing

TCS Confidential



08th June 2019

Letter of Appointment

To

Abhidhammapitak

House No. 14, Rosewood Villas, Wanowrie, Pune, Maharashtra, 411040

Dear Abhidhammapitak,

This has reference to our Offer of Employment in TATA Consultancy Services Limited vide TCSL/218784/ TCS - Chennai/ ADM-MAINFRAME-CHENNAI/ ITA dated 8 June 2019 and your completing joining formalities as per TCSL's policy.

On the terms and conditions detailed in our Offer of Employment accepted by you, we are happy to appoint you as I.T. Analyst in Grade C2 with effect from 06 August 2019 Your Associate number is 223336.

Please sign and return the duplicate copy of this letter.

I take this opportunity to extend you a warm welcome to the TCSL Family !

With warm regards,

Yours sincerely,
FOR TATA Consultancy Services Limited

D.P. Nambiar
Global Head - HR Sourcing

TCS Confidential

TATA CONSULTANCY SERVICES

Tata Consultancy Services Ltd

1 Jawaharlal Nehru Road Vadapalani Chennai 600 026 India

Tel 91 44 66165555 Fax 91 44 23622346 e-mail corporate.office@tcs.com website www.tcs.com

Registered Office Bombay House Horni Mody Street Mumbai 400 001



08th June 2019

Letter of Appointment

To

Kiran Mukesh Jaiswal

Silver Oak Society, Viman Nagar, Pune, Maharashtra, 411014

Dear Kiran,

This has reference to our Offer of Employment in TATA Consultancy Services Limited vide TCSL/218784/ TCS - Chennai/ ADM-MAINFRAME-CHENNAI/ ITA dated 8 June 2019 and your completing joining formalities as per TCSL's policy.


On the terms and conditions detailed in our Offer of Employment accepted by you, we are happy to appoint you as I.T. Analyst in Grade C2 with effect from 06 August 2019 Your Associate number is 2364792.

Please sign and return the duplicate copy of this letter.

I take this opportunity to extend you a warm welcome to the TCSL Family !

With warm regards,

Yours sincerely,
FOR TATA Consultancy Services Limited

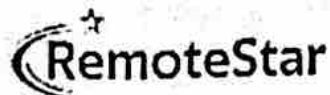


D.P. Nambiar
Global Head - HR Sourcing

TCS Confidential

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd

1 Jawaharlal Nehru Road Vadapalani Chennai 600 026 India
Tel 91 44 66165555 Fax 91 44 23622346 e-mail corporate.office@tcs.com website www.tcs.com
Registered Office Bombay House Homi Mody Street Mumbai 400 001



Remotestar Ltd

Company Number 12580956

42-44 Bishopsgate, London, EC2N 4AH, United Kingdom

Date: 07/11/2018

To: Vilas Kothavale

A-607, Gera emerald city north, , Kharadi, Pune, 411014, India

Consultancy Agreement

Dear Vilas,

This letter (the "Agreement") records our agreement with you in relation to consultancy services to be provided by you to Remotestar Ltd ("Remotestar", the "Company").

Please counter-sign at the end of this letter.

1 DEFINITIONS

In this Agreement unless the context requires otherwise:

"Approved Expenses" means the expenses which the Consultant is permitted to claim without prior approval described in Schedule One.

"Business Property" means:

- (a) all Materials (whatever format and wherever located), including copies, relating to the business, customers, products, finances or affairs of the Company provided to or produced, maintained or stored by the Consultant in connection with the Project and/or delivery of the Services (excluding the Consultant's own records necessary for legal and accounting compliance); and**
- (b) all Equipment provided to the Consultant by or on behalf of the Company, and any Equipment**

SCHEDULE ONE

Start Date	1 January 2019
Term	From 1 January 2019 until terminated by 30 days notice or otherwise in accordance with the Agreement.
Project	Sales and Marketing Executive
Services	<p>The Consultant will provide the following services to the Company in connection with the Project:</p> <ul style="list-style-type: none">Source leads through networking, cold-calling, attending events & trade shows, social media campaigns and other marketing activities.Developing an outstanding strategy to nurture and engage with prospective customersBuilding strong customers' pipeline, prioritise leadsWork with internal delivery team to meet customer requirementsProvide support to customers during the initial phases of an engagement <p>For the first 3 months your sales target will be to get a minimum of 5 qualified sales meetings per month for RemoteStar.</p>
Fee	You will get compensation of INR 25,000 per month including any applicable VAT
Approved Expenses	You would be eligible for our wellness and technology reimbursement of INR 50,000 paid after every 6 months, which supports you having the tools and setup you need to work effectively.



Remotestar Ltd

Company Number 12580956

42-44 Bishopsgate, London, EC2N 4AH, United Kingdom

Date: 06/10/2018

To: Kirankumar Wagalga

A-607, Gera emerald city north, , Kharadi, Pune, 411014, India

Consultancy Agreement

Dear KiranKumar,

This letter (the "Agreement") records our agreement with you in relation to consultancy services to be provided by you to Remotestar Ltd ("Remotestar", the "Company").

Please counter-sign at the end of this letter.

1 DEFINITIONS

In this Agreement unless the context requires otherwise:

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- (b) all Equipment provided to the Consultant by or on behalf of the Company, and any Equipment

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Fee	You will get compensation of INR 25,000 per month including any applicable VAT
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Remotestar Ltd

Company Number 12580956

42-44 Bishopsgate, London , EC2N 4AH, United Kingdom

Date: 10/10/2018

To: Abhijeet Khandre

A-607, Gera emerald city north, , Kharadi, Pune, 411014, India

Consultancy Agreement

Dear Abhijeet,

This letter (the "Agreement") records our agreement with you in relation to consultancy services to be provided by you to Remotestar Ltd ("Remotestar", the "Company").

Please counter-sign at the end of this letter.

1 DEFINITIONS

In this Agreement unless the context requires otherwise:

"Approved Expenses" means the expenses which the Consultant is permitted to claim without prior approval described in Schedule One.

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- (b) all Equipment provided to the Consultant by or on behalf of the Company, and any Equipment**

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Fee	You will get compensation of INR 25,000 per month including any applicable VAT
Approved Expenses	You would be eligible for our wellness and technology reimbursement of INR 50,000 paid after every 6 months, which supports you having the tools and setup you need to work effectively.

From: Chiranjeev Sanyal chiranjeev.sanyal@bandhanbank.com
Subject: Bandhan Bank Joining | Campus Recruitment
Date: 29-Mar-2019 at 10:08:55 AM
To: kedarimore2113@gmail.com

Dear Ms. Megha

Greetings from Bandhan Bank!

In reference to your application and subsequent selection in the organization, we are pleased to inform that you would be joining on **01-April-2019** in the below mentioned venue:

Branch Contact Details: Sachin Sharma-9983322951

Before joining, we would suggest you to speak with the undersigned, so that the HR Spoc can guide you with the on-boarding process and branch address details.

You are also advised to kindly carry the original and photo-copy (II set) of the following document/s on your DOJ (Date of Joining), for your reporting manager to verify the same and assist you with completion of the joining formalities:

1. Bandhan Bank - Signed Appointment Letter (original copy.)
2. Acknowledgement-copy of the Bandhan Bank - Signed Appointment Letter (If 'not submitted' previously to the HR Team. If submitted, please ignore point no. 2).
3. ID proof - PAN Card (mandatory), Passport and Driving License.
4. Date of Birth Proof (Class X Admit card or Certificate).
5. Residence proof - Passport, Driving License, Aadhaar Card.
6. Six passport size photographs.
7. Educational testimonials Class: X, XII, Graduation, Post-Graduation, Professional Certifications, etc.
8. 'Resignation Letter Submission' and 'Acceptance Confirmation' from present organization.
9. 'Relieving Letter' from last & present organization
10. Medical Fitness Certificate

Please note – The scanned copy of the Signed Appointment Letter is treated at par with the physical copy of the same. But you are advised to carry physical copy of the Appointment Letter in case you have received it.

Thank You.

Regards
Chiranjeev Sanyal
Human Resources
Bandhan Bank
Contact No. 8210016567

From: Chiranjeev Sanyal chiranjeev.sanyal@bandhanbank.com
Subject: Bandhan Bank Joining | Campus Recruitment
Date: 29-Mar-2019 at 10:08:55 AM

Dear Ashveenl Babulal Rathod,

Greetings from Bandhan Bank!

In reference to your application and subsequent selection in the organization, we are pleased to inform that you would be joining on **01-April-2019** in the below mentioned venue:

Branch Contact Details: Sachin Sharma-9983322951

Before joining, we would suggest you to speak with the undersigned, so that the HR Spoc can guide you with the on-boarding process and branch address details.

You are also advised to kindly carry the original and photo-copy (II set) of the following document/s on your DOJ (Date of Joining), for your reporting manager to verify the same and assist you with completion of the joining formalities:

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2. Acknowledgement-copy of the Bandhan Bank - Signed Appointment Letter (If 'not submitted' previously to the HR Team. If submitted, please ignore point no. 2).
3. ID proof - PAN Card (mandatory), Passport and Driving License.
4. Date of Birth Proof (Class X Admit card or Certificate).
5. Residence proof - Passport, Driving License, Aadhaar Card.
6. Six passport size photographs.
7. Educational testimonials Class: X, XII, Graduation, Post-Graduation, Professional Certifications, etc.
8. 'Resignation Letter Submission' and 'Acceptance Confirmation' from present organization.
9. 'Relieving Letter' from last & present organization
10. Medical Fitness Certificate

Please note – The scanned copy of the Signed Appointment Letter is treated at par with the physical copy of the same. But you are advised to carry physical copy of the Appointment Letter in case you have received it.

Thank You.

Regards
Chiranjeev Sanyal
Human Resources
Bandhan Bank
Contact No. 8210016567

21/06/2018

Mayur Gavharlal Bavishkar

LETTER OF APPOINTMENT

Dear Mayur,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of Assistant Manager in Branch Banking.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual compensation payable to you will be INR 3,35,000 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

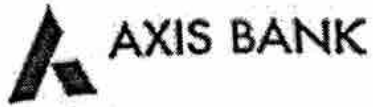
- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no political affiliation and no monetary gains. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.

4. Fidelity & Secrecy

- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.



Kindly note that Axis Bank does not charge any money/deposit for giving employment offers/conducting employment interview, to anyone seeking a job at the bank, nor does it appoint any agent/agency/individuals to make or issue offers of employment/benefits on its behalf.

For any further information / clarifications please feel free to contact:-

Manisha Tupe

Manisha.Tupe@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Suresh', written over a horizontal line.

Suresh Mehra,
Head - Talent Acquisition
Human Resources

AXISB/LOA/RH609234/38400
21/06/2018

Ashok Krishna Torane
9163254621

LETTER OF APPOINTMENT

Dear Ashok,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of Assistant Manager in Branch Banking.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual compensation payable to you will be INR 3,35,000 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no political affiliation and no monetary gains. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.

4. Fidelity & Secrecy

- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.

5. Probation Period

- 5.1 The nature of your employment is Permanent, however you will be on probation for a period of 6 (six) months from the date of your joining. This period may be extended upto a maximum of 6 months in two tranches of 3 months each, if further assessment and observations are considered necessary on the sole discretion of the Management. Thereafter, on failure to be confirmed in the service of the Bank, your employment shall be terminated on account of non-confirmation of service.
- 5.2 On satisfactory completion of probation you will be confirmed in the services of the Bank.
- 5.3 Your probation can be extended not only by virtue of your non satisfactory performance but also by virtue of your non completion of the joining formalities.
- 5.4 Notwithstanding what is stated above, the bank reserves the right to confirm you in the services of the bank even during the extended period, provided, the extension of probation was solely due to non-completion of the joining formalities and such formalities are completed within the said period.

6. Mandatory Induction Certification

- 6.1 Induction Certification is a mandatory requirement for Confirmation - post completion of probation period.
- 6.2 100% attendance and 100% assessment clearance is required to be Induction Certified.
- 6.3 Non-adherence to Induction certification may lead to the following:
- 6.3.1 You will not be able to join your team till you are Induction Certified.
 - 6.3.2 Not attending induction session on a particular day will result in loss of pay.
 - 6.3.3 Not meeting the attendance and assessment criteria within the stipulated time period would result in termination of services.

7. Transfer

- 7.1 Your services are liable to be transferred to any of the offices of the Bank within India and / or abroad at the sole discretion of the Bank and the Bank reserve the right to depute / transfer you at any time during your service in the Bank, to any of its subsidiaries or associates without any prior consent from you.
- 7.2 Notwithstanding the role assigned to you in terms of this letter, the Bank reserves the right to assign you any other role/function commensurate with your grade as may be deemed appropriate, depending on administrative exigencies and requirements.
- 7.3 Your services can be requisitioned by the Bank at any time outside the business / working hours.

8. Separation/ Retirement

8.1 Separation during probation

- 8.1.1 On account of Resignation: During the period of probation, you may resign from the Bank's service, subject to acceptance by your supervisor, for which you will be required to mandatorily serve a notice period of 30 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.
- 8.1.2 On account of Termination: During the probation period, this contract of employment is terminable by the Bank by way of giving notice of 15 days or on payment of salary in lieu thereof without assigning any reasons.

8.2 Separation after Confirmation:

- 8.2.1 On account of Resignation: After confirmation, you may resign from the Bank's service, subject to acceptance of your resignation by your supervisor, for which you will be required to mandatorily serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.
- 8.2.2 On account of Termination: Notwithstanding what is provided in the company policies and the above paragraphs, your services, after confirmation, may be terminated by the Bank by giving 30 days' notice or payment of 30 days' salary in lieu thereof without assigning any reasons.

8.3 Separation arrangement

- 8.3.1 Voluntary resignation should be initiated on the exit management portal of the Bank. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.

5. Probation Period

- 5.1 The nature of your employment is Permanent, however you will be on probation for a period of 6 (six) months from the date of your joining. This period may be extended upto a maximum of 6 months in two tranches of 3 months each, if further assessment and observations are considered necessary on the sole discretion of the Management. Thereafter, on failure to be confirmed in the service of the Bank, your employment shall be terminated on account of non-confirmation of service.
- 5.2 On satisfactory completion of probation you will be confirmed in the services of the Bank.
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- 5.4 Notwithstanding what is stated above, the bank reserves the right to confirm you in the services of the bank even during the extended period, provided, the extension of probation was solely due to non-completion of the joining formalities and such formalities are completed within the said period.

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7. Transfer

- 7.1 Your services are liable to be transferred to any of the offices of the Bank within India and / or abroad at the sole discretion of the Bank and the Bank reserve the right to depute / transfer you at any time during your service in the Bank, to any of its subsidiaries or associates without any prior consent from you.
- 7.2 Notwithstanding the role assigned to you in terms of this letter, the Bank reserves the right to assign you any other role/function commensurate with your grade as may be deemed appropriate, depending on administrative exigencies and requirements.
- 7.3 Your services can be requisitioned by the Bank at any time outside the business / working hours.

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- 8.2 Separation after Confirmation:
 - 8.2.1 On account of Resignation: After confirmation, you may resign from the Bank's service, subject to acceptance of your resignation by your supervisor, for which you will be required to mandatorily serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.
 - 8.2.2 On account of Termination: Notwithstanding what is provided in the company policies and the above paragraphs, your services, after confirmation, may be terminated by the Bank by giving 30 days' notice or payment of 30 days' salary in lieu thereof without assigning any reasons.
- 8.3 Separation arrangement
 - 8.3.1 Voluntary resignation should be initiated on the exit management portal of the Bank. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.

8.3.2 Upon acceptance of your resignation and before your proposed relieving date, you will have to return all Bank's property / assets entrusted to you and in your possession, to the Bank. Before you are relieved, all correspondence, specifications, formulae, books, tablets, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.

8.3.3 On separation, you are required to submit your claim for settlement of Provident Fund in the prescribed form.

8.3.4 It is expected that you will continue to dispense your duties and responsibilities during the notice period. You are also required to display model behavior and adhere to the timings as prescribed by the Bank. Any lapse or non-performance may lead to disciplinary action and result in non-issuance of the relieving letter.

8.4 Retirement

8.4.1 The retirement age in the Bank is fixed as 60 years. You will accordingly stand relieved from the services of the Bank on the last day of the month of your attaining this age based on the Age Certificate furnished by you at the time of joining.

9. Reimbursement of Notice Period Pay

In certain cases of business criticality, the Bank, at its discretion and post approval from the Head - Human Resources, may reimburse any shortfall in notice period pay to your current employer. In such a case, the following terms and conditions shall apply:-

- 9.1 Upon joining, you are required to submit a certificate/ letter from your present employer stating the number of days of shortfall in notice period and the amount recovered from you, basis which we shall process your request for reimbursement. This reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year.
- 9.2 You are required to continue in Bank's employment for a minimum period of three years, from your date of joining, failing which amount so reimbursed shall be recovered from you along with interest at the Bank Base Rate prevailing on your last working day and any applicable taxes.

10. Conditions precedent /joining formalities:

Your appointment and subsequent joining is subject to the following:

- 10.1 Submission of self-declaration of medical fitness provided on our onboarding portal.
- 10.2 The Bank receiving a satisfactory Background Verification report. For this purpose, you will be contacted by an authorized agency empanelled by the Bank.
- 10.3 Submission of all necessary documents:
 - 10.3.1 Self-attested copies of all your degrees, professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.
 - 10.3.2 Proof of date of birth
 - 10.3.3 Copy of Pan Card and Address Proof
 - 10.3.4 One recent passport size color photograph
 - 10.3.5 Copy of acceptance of resignation letter and relieving letter from your previous employer
- 10.4 It is brought to your notice that you need to complete your conditions precedent and / or joining formalities within 2 months from the date of joining, failing which your salary after 2nd month shall not be released till the completion of joining formalities and the said salary shall be kept in the Bank's Sundry Account.

The Bank reserves the right to vary the terms and conditions of service governing your appointment as contained in this letter including your duties and responsibilities at any time.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in the acts of Commission / Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction.

The above terms and conditions are to be read in conjunction with the company policies accessible through the Bank's intranet. These shall be made available to you, post joining.



Kindly note that Axis Bank does not charge any money/deposit for giving employment offers/conducting employment interview, to anyone seeking a job at the bank, nor does it appoint any agent/agency/individuals to make or issue offers of employment/benefits on its behalf.

For any further information / clarifications please feel free to contact:-

Manisha Tupe

Manisha.Tupe@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Suresh Mehra', written over a horizontal line.

Suresh Mehra,

Head - Talent Acquisition

Human Resources

From: Chiranjeev Sanyal chiranjeev.sanyal@bandhanbank.com
Subject: Bandhan Bank Joining | Campus Recruitment
Date: 29-Mar-2019 at 10:08:55 AM
To: kedarimore2113@gmail.com

Dear Ms. Megha

Greetings from Bandhan Bank!

In reference to your application and subsequent selection in the organization, we are pleased to inform that you would be joining on **01-April-2019** in the below mentioned venue:

Branch Contact Details: Sachin Sharma-9983322951

Before joining, we would suggest you to speak with the undersigned, so that the HR Spoc can guide you with the on-boarding process and branch address details.

You are also advised to kindly carry the original and photo-copy (II set) of the following document/s on your DOJ (Date of Joining), for your reporting manager to verify the same and assist you with completion of the joining formalities:

1. Bandhan Bank - Signed Appointment Letter (original copy.)
2. Acknowledgement-copy of the Bandhan Bank - Signed Appointment Letter (If 'not submitted' previously to the HR Team. If submitted, please ignore point no. 2).
3. ID proof - PAN Card (mandatory), Passport and Driving License.
4. Date of Birth Proof (Class X Admit card or Certificate).
5. Residence proof - Passport, Driving License, Aadhaar Card.
6. Six passport size photographs.
7. Educational testimonials Class: X, XII, Graduation, Post-Graduation, Professional Certifications, etc.
8. 'Resignation Letter Submission' and 'Acceptance Confirmation' from present organization.
9. 'Relieving Letter' from last & present organization
10. Medical Fitness Certificate

Please note – The scanned copy of the Signed Appointment Letter is treated at par with the physical copy of the same. But you are advised to carry physical copy of the Appointment Letter in case you have received it.

Thank You.

Regards
Chiranjeev Sanyal
Human Resources
Bandhan Bank
Contact No. 8210016567



December 15, 2018

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Ajinkya Vijay Badhe,

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Advisory Technical Services Specialist, in band U7A and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.



DO YOUR BEST WORK EVER.



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By - IBM Authorized Signatory
Talent Acquisition Leader ISA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE



May 15, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear NILESH,

IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

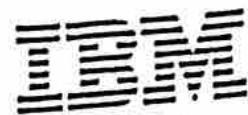
We invite you to join us as a Advisory Technical Services Specialist, in band 07A and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.

DO YOUR BEST WORK EVER





- Relieving document from most recent employer – Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation
- Passport and Pan card– If you do not have Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving License
 - Aadhaar Card
 - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only) :- Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Pune. However, your services are transferable and you may be assigned to any other department, location or office of IBM, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your designation may be changed at the discretion of the Company depending on the work assigned to you.

amazon | Development Centre
India

Ashwini Bhosale
10203050

14-Jul-2019

Dear Ashwini,

Congratulations! Effective 17-Jul-2019, your services will be transferred to Amazon Development Centre (India) Private Limited, your team will be 8779-CentralTime Keeping-VAR in Hyderabad and your business title will be Sr. Associate,CTK, level 3. And, your reporting manager will be Ragula Srikanth Reddy. All other employment terms and conditions will remain same as per original appointment letter.

Effective 17-Jul-2019, your Annual Base Pay will be Rs.5,25,235 per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer's and the employee's provident fund contributions. Your Base Pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. All other compensation will remain unchanged.

If in the event that visa approval or other non-controllable delays (as determined by Amazon in its discretion) result in your internal transfer occurring in Amazon's next compensation year (on or after April 1), your compensation set out in this offer letter may be modified to reflect the adjusted position in that new compensation year in line with Amazon's usual local compensation model and review processes. Any such modification will be confirmed to you in writing.

Confidential Information

During your employment, you will have access to highly confidential information of Amazon India. Even the work done by you for Amazon India is highly confidential. This role change may require you to execute a Confidentiality, Non-competition and Invention Assignment Agreement for protection of such confidential information. In such case, your role change would be subject to and conditional upon you signing and returning the Confidentiality, Non-competition and Invention Assignment Agreement to Amazon India and complying with the terms thereof, at all times.

Relocation

For detailed information about your relocation benefits, please review the related documents. If your employment from our Company terminates for any reason before you have completed twelve months of active employment from 17-Jul-2022, you will be responsible for reimbursing our Company for any relocation expenses paid to you or incurred by the Company on your behalf, on a prorated basis.

We are confident in your ability to take on new challenges and we look forward to your continued contributions to the company's success.

Thanks again for your efforts. Please contact your manager or your HR Business Partner with any questions.

For Amazon Development Centre (India) Private Limited



K V S Surendra Raju

Senior Manager, Employee Services

ACCEPTANCE

I agree to and accept this transfer and the terms set forth above.



Development Centre
India

Narayan Bhosale
10200550

06-Dec-2018

Dear Narayan,

Congratulations! Effective 17-Dec-2018 your services will be transferred to Amazon Development Centre (India) Private Limited, your team will be 8779-CentralTime Keeping-VAR in Hyderabad and your business title will be Sr. Associate,CTK, level 3. And, your reporting manager will be Ragula Srikanth Reddy. All other employment terms and conditions will remain same as per original appointment letter.

Effective 17-Dec-2018 your Annual Base Pay will be Rs. 5,25,235 per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer's and the employee's provident fund contributions. Your Base Pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. All other compensation will remain unchanged.

If in the event that visa approval or other non-controllable delays (as determined by Amazon in its discretion) result in your internal transfer occurring in Amazon's next compensation year (on or after April 1), your compensation set out in this offer letter may be modified to reflect the adjusted position in that new compensation year in line with Amazon's usual local compensation model and review processes. Any such modification will be confirmed to you in writing.

Confidential Information

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Relocation

For detailed information about your relocation benefits, please review the related documents. If your employment from our Company terminates for any reason before you have completed twelve months of active employment from 17-Dec-2018 you will be responsible for reimbursing our Company for any relocation expenses paid to you or incurred by the Company on your behalf, on a prorated basis.

We are confident in your ability to take on new challenges and we look forward to your continued contributions to the company's success.



Congrats! Offer From Accenture

1 message

<campus.offerletter@accenture.com>

13-June-2018 at 04:25

To :sagar203050@gmail.com

13-June-2018

Sagar Kondhalkar,
CANDIDATE ID: C10951002

Dear Sagar Kondhalkar,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter

- Click on this link <https://india.jobs.accenture.com/default.aspx> and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on Authenticate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents.
- You may download/print the required documents and review them.

Request you to verify the details in the offer letter released on 06/13/2018 and inform your decision. By clicking on 'Accept Offer' or 'Reject Offer' within 14 days (fourteen days) from the receipt of the offer, post which the link will be disabled.

During the aforementioned period when the Accenture offer is under review/not yet accepted, Accenture reserves the right to revoke and rescind the offer by providing a reason in writing for such revocation or rescinding of the offer.

If you have any queries on the above process, please refer to the attached 'Job aid' document.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail by logging into <http://indiacampus.accenture.com/candidate>.

Please note: In order to ensure that Accenture remits your monthly Provident Fund contribution to your Provident Fund account, the following actions are mandatory to complete at your end as per the Employees' Provident Fund Organization (EPFO) requirement:

- a) UAN (Universal Account Number) generation with updated Aadhaar details
- b) Updating UAN with Aadhaar as part of KYC (Know Your Customer)
- c) Completion of Aadhaar verification on EPFO Portal

Additionally, bank account details must be provided for salary disbursement by Accenture. As per Accenture Policy, salary disbursement only happens to a bank account with one of our empaneled banks.

To enable a seamless experience, an Accenture help desk member will contact you ahead of your date of joining to help you complete the necessary formalities. We request your co-operation in this matter.

Regards,
Campus Recruitment Team - Accenture India.

Accenture Disclaimer

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Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at <https://www.accenture.com/privacy-policy>. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime. Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send the details to <https://businessethicsline.com/accenture/>.

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www.accenture.com





Congrats! Offer From Accenture

1 message

Wed, 13 Apr 2019 at 04:25

<campus.offerletter@accenture.com>

To : aniketlaxman0201@gmail.com

13-Apr 2019

Aniket Laxman

CANDIDATE ID:C10951082

UNIQUE REFERENCE NUMBER/UNIQUE ID:71999bce-1529-4995-a6bd-ff8d564c2386_1

Dear Aniket Laxman,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter

- Click on this link <http://india.jobs.accenture.com/default.aspx> and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on Authenticate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents.
- You may download/print the required documents and review them.

Request you to verify the details in the offer letter released on 04/13/2022 and inform your decision. By clicking on 'Accept Offer' or 'Reject Offer' within 14 days (fourteen days) from the receipt of the offer, post which the link will be disabled.

During the aforementioned period when the Accenture offer is under review/not yet accepted, Accenture reserves the right to revoke and rescind the offer by providing a reason in writing for such revocation or rescinding of the offer.

If you have any queries on the above process, please refer to the attached 'Job aid' document.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail by logging into <http://indiacampus.accenture.com/candidate>.

Please note: In order to ensure that Accenture remits your monthly Provident Fund contribution to your Provident Fund account, the following actions are mandatory to complete at your end as per the Employees' Provident Fund Organization (EPFO) requirement:

- a) UAN (Universal Account Number) generation with updated Aadhaar details
- b) Updating UAN with Aadhaar as part of KYC (Know Your Customer)
- c) Completion of Aadhaar verification on EPFO Portal

Additionally, bank account details must be provided for salary disbursement by Accenture. As per Accenture Policy, salary disbursement only happens to a bank account with one of our empaneled banks.

To enable a seamless experience, an Accenture help desk member will contact you ahead of your date of joining to help you complete the necessary formalities. We request your co-operation in this matter.

Regards,
Campus Recruitment Team - Accenture India.

Accenture Disclaimer

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Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at <https://www.accenture.com/privacy-policy>. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime. Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture - even if they present themselves as representatives or employees of Accenture - please send the details to <https://businessethicsline.com/accenture/>.

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www.accenture.com



Congrats! Offer From Accenture

<campus.offerletter@accenture.com>

10 Jan 2018 at 13:52

To : harshallaxman2345@gmail.com

10 Jan 2018

Harshal Laxman Wagh,
CANDIDATE ID: C10945890

Dear Harshal Laxman Wagh,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter

- Click on this link <https://india.jobs.accenture.com/default.aspx> and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email),

Candidate ID & registered mobile number. Click on Authenticate Offer Letter.

- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents.
- You may download/print the required documents and review them.

Request you to verify the details in the offer letter released on 01/10/2018 and inform your decision. By clicking on 'Accept Offer' or 'Reject Offer' within 14 days (fourteen days) from the receipt of the offer, post which the link will be disabled.

During the aforementioned period when the Accenture offer is under review/not yet accepted, Accenture reserves the right to revoke and rescind the offer by providing a reason in writing for such revocation or rescinding of the offer.

If you have any queries on the above process, please refer to the attached 'Job aid' document.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail by logging into <http://indiacampus.accenture.com/candidate>.

Please note: In order to ensure that Accenture remits your monthly Provident Fund contribution to your Provident Fund account the following actions are mandatory to complete at your end as per the Employees' Provident Fund Organization (EPFO) requirement:

- UAN (Universal Account Number) generation with updated Aadhaar details
- Updating UAN with Aadhaar as part of KYC (Know Your Customer)
- Completion of Aadhaar verification on EPFO Portal

Additionally, bank account details must be provided for salary disbursement by Accenture. As per Accenture Policy, salary disbursement only happens to a bank account with one of our empaneled banks.

To enable a seamless experience, an Accenture help desk member will contact you ahead of your date of joining to help you complete the necessary formalities. We request your co-operation in this matter.

Regards,
Campus Recruitment Team - Accenture India.

Accenture Disclaimer

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www.accenture.com

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Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor, B2 Tower,
Corebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC180911

Date: 02/05/2019

Kaushal Vijay Dabhade

208- Suyash Nisarg Society, MG Road, Pune

Dear Kaushal,

OFFER LETTER

With reference to your application and subsequent interviews you had with us, we are pleased to offer you the position of Graduate Trainee Apprentice under the Apprentices Act 1961 as per below terms and conditions:

Duration of Training: One Year.

Stipend: INR 29,167 per month (INR 3,50,000 per annum).

Benefits:

- a. **Mediclaime:** You will be entitled to Mediclaime for self plus 5 dependent family members as per the company policy.
- b. During the period of your training, you shall be entitled to 21 days leave in accordance with the Leave Rules of the Company currently in force and as they may be modified from time to time.

You are advised to join us by 1, August 2019. Your detailed appointment letter will be issued to you on the day of your joining. This offer is valid for acceptance for a period of 3 working days from the date of issue.

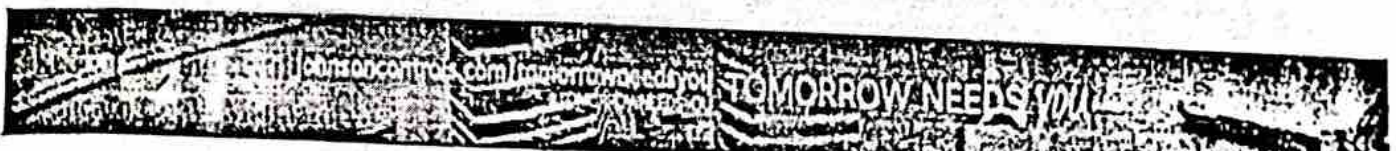
While joining you are requested to produce following documents in original along with Xerox copy of each.

1. Educational Certificates
2. Latest passport size color photograph- 08 nos.
3. School leaving certificate
4. Pancard Copy, Mandatory
5. Aadhar Card, Mandatory
6. Passport Photocopy, if available
7. Cancelled Cheque of existing valid Savings Bank A/C

Please note that as a part of the hiring process, we would require you to undergo medical checkup and this offer is subject to you being found medically fit.

We would also be undertaking your Background Verification Check. We will share an Application form as consent for conducting the said check and request you to return the completed form.

As a confirmation of your acceptance, please sign one copy of this offer and return it to us. We look forward to having you on board soon.



Date: 02/05/2019

Pradip Mukund Nimbhorkar

Flat No. 22, Emerald Court, Kalyani Nagar, Pune, Maharashtra, 411006

Dear Pradip,

OFFER LETTER

With reference to your application and subsequent interviews you had with us, we are pleased to offer you the position of Graduate Trainee Apprentice under the Apprentices Act 1961 as per below terms and conditions:

Duration of Training: One Year.

Stipend: INR 29,167 per month (INR 3,50,000 per annum).

Benefits:

- a. Mediciam: You will be entitled to Mediciam for self plus 5 dependent family members as per the company policy.
- b. During the period of your training, you shall be entitled to 21 days leave in accordance with the Leave Rules of the Company currently in force and as they may be modified from time to time.

You are advised to join us by 1, August 2019. Your detailed appointment letter will be issued to you on the day of your joining. This offer is valid for acceptance for a period of 3 working days from the date of issue.

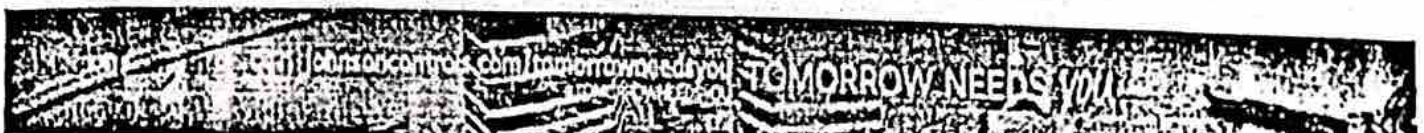
While joining you are requested to produce following documents in original along with Xerox copy of each.

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3. School leaving certificate
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5. Aadhar Card, Mandatory
6. Passport Photocopy, if available
7. Cancelled Cheque of existing valid Savings Bank A/C

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We would also be undertaking your Background Verification Check. We will share an Application form as consent for conducting the said check and request you to return the completed form.

As a confirmation of your acceptance, please sign one copy of this offer and return it to us. We look forward to having you on board soon.



EMPLOYMENT OFFER LETTER

Capgemini Ref: 5799620/120325

KHANDE DKS-A VUAY

Handewadi,
Pune,
India.

Confidential

Dear Diksha Vijay,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ("Capgemini" or "Company") starting from 05/05/2018 or such other date as may be communicated to you by the Company), as per details given below:

- A) Your current designation will be Analyst/AM
- B) You will be required to work at the Company's offices in Pune.
- C) You have to report by 8:30 am at Pune office, for joining formalities and contact security at the main gate for your entry pass at

Address:
Ground to 14th Floor of Development Block 1, Plot No 14,
Rajiv Gandhi Infotech Park, Phase III, Hinjewadi, Pune, Maharashtra - 411057

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name, please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 300,002.00 (Rupees Three Lakh And Two Only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

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

Analyst

Total Cost to Company (CTC)

Rs.300,002.00

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.180,000.00
House Rent Allowance	Rs.3,395.00	Rs.40,740.00
Advance Statutory Bonus **	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.21,544.00	Rs.258,528.00
Capgemini's contribution to PF *	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.288,792.00
Total Cash Compensation		Rs.288,792.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.11,210.00
Total Cost to Company		Rs.300,002.00

Notes:

1. The payroll processing will be as per Company policy notified from time to time.
2. For claiming tax benefit in case of admissible allowances and reimbursements (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement etc.), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
3. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
4. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- * Employee's contribution towards PF will be made from the monthly salary as defined by Law. The Benefits (Accidental, Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.

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

1. Provident Fund- You will be covered under the Caggeemini Technology Services India Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.
2. Gratuity- Gratuity shall be paid as per the Payment of Gratuity Act, 1972.

NOTE:

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

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

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

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

G.) Probationary Period

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

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

1.) Conditions of hire

1. Your employment with the Company will be subject to the following pre-conditions:

- a. You will submit relevant documents as mandated by the Company
- b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company.
- c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless, you must submit a clear discharge and/or relieving letter within forty five (45) days of joining the Company
- d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
- e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.
- f. You provide two satisfactory references, one being from your most recent employer (prior to joining Capgemini)
- g. Your background verification check (including address, academics, employment, criminal etc. as applicable) conducted by the Company is cleared, and
- h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.

i. Your employment shall be subjected to the below-mentioned additional terms and conditions

a. You should clear the final degree examination and submit your Highest Degree/Provisional Certificate/Consolidated marksheet and/or Final year Mark sheet, as a proof of passing. In the event you fail to clear the final examination in the first attempt or fail to submit the proof of the same by 07/04/2022 (for current year pass outs), our Offer shall stand automatically revoked or otherwise your employment with the Company shall cease immediately without any further obligation or liability upon the Company.

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

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

j. That you have obtained / scored a minimum percentage in all semesters of your graduation course, as per the eligibility criteria specified to you during the hiring process.

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

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

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

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

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

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

For Capgemini Technology Services India Limited



Ankumar Singh

Head - Talent Acquisition & Resourcing

Acceptance

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

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

Name: KHANDE DIKSHA V

Date:

EXHIBIT 1

Terms & Conditions of Employment with Capgemini Technology Services India Limited

1. CURRENT WORK LOCATION

1.1 Capgemini Technology Services India Limited ("Capgemini" or "Company") may require you to work at other Company locations and/or on customers' sites both, within or outside India. The Company shall seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

1.2 Depending upon exigencies of business you may be transferred/deputed, at Company's sole discretion, within India or outside by the Company in any capacity as the Company may desire from time to time from

- a) one location to another, or
- b) one team/department/account/function/Business Unit to another, or
- c) one project/job to another, or
- d) the Company to any other, group entity or affiliate or any other business associate as the Company may deem appropriate from time to time

1.3 Such transfer/deputation/assignment/relocation shall not entitle you to ask for revision in your salary or any terms or conditions of your service. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer/deputation/assignment/relocation you will be governed by the relocation policies and policies of the Company existing at that time. Consequent to such transfer/deputation/assignment/relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location (which includes but is not limited to office days/hours and holidays)

2. DUTIES AND RESPONSIBILITIES

2.1 You shall devote your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion and discretion. You shall comply with all directions given to you by your reporting manager/supervisor and shall faithfully observe all the rules, regulations and Company policies. Further, the Company may, at any time, in its sole discretion, suitably modify your roles, responsibilities and duties.

3. COMPENSATION:

3.1 Your all-inclusive annual target compensation and corresponding details are provided in the Employment offer letter.

4. TRAINING:

4.1 During the term of your employment, the Company may offer you an opportunity to undergo certain specialized training, certification and/or skill upgradation from time to time, which shall inter alia, enhance your career opportunities at the Company and otherwise. In case you accept the Company's offer for training, the Company is likely to incur expenses including in relation to training costs, course fees, recruitment and induction costs, salary and benefits during training period, opportunity loss, etc. Depending on the nature of training/certification and corresponding cost and expenses, the Company may require you to execute training agreement with the Company for a specific period (which will be indicated to you at that time) in consideration of the cost the Company would be incurring for such training/certification. Under such training agreement, you shall agree to inter alia serve a minimum term of employment with the Company, failing which you will be required to reimburse the Company for the cost of training/certification identified in the training agreement and any other costs related to the training/certification.

5. COVENANTS AND REPRESENTATIONS

5.1 You also agree that during the term of your employment with the Company and for twelve (12) months after the cessation of employment, regardless of the reason of cessation of employment, you will not

- a) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company;
- b) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates;
- c) directly or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for training, deputation or secondment or professional work by the Company; and
- d) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

5.2 You and the Company acknowledge and agree that the duration and scope of the Covenants contained herein are fair and reasonable. Accordingly, you and the Company agree that, in the event that any of the covenants contained herein are nevertheless determined by a judicial or quasi-judicial body to be unenforceable because of the duration or scope thereof, the judicial or quasi-judicial body making such determination may reduce such duration and/or scope to the extent necessary to enable such judicial or quasi-judicial body to determine that such covenant is reasonable and enforceable, and to enforce such covenant as so amended.

5.3 You will also be governed by all applicable rules, processes, procedures, and policies (including but not limited to Information Security Management System (ISMS) policies and procedures, Code of Business Ethics of the Company, which are not specifically mentioned in this Letter. The applicable rules/processes/procedures/policies are available on the Company's Intranet and you are expected to go through the same carefully. For any clarification in relation to applicable rules/processes/procedures/policies please get in touch with concerned department. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures, or policies of the Company, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.4 Capgemini prides itself as a company with the highest order of ethical conduct in its dealings with employees, customers, service provider, agents, governments or any other third party. It is important that you fully understand this philosophy and the relevant policies. If at any time during your employment with the Company, you are found to be in violation of such policy and/or generally accepted ethical/moral standards, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.5 You declare that you are medically fit to carry out the duties expected of you by the Company. You represent that you have no communicable disease and you are not addicted to drugs or any other substance of abuse. During the term of your employment with the Company, you are required to be medically fit to perform the duties assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. The Company may require you to undergo periodical medical examination as and when intimated to you by the Company.

5.6 You represent that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform your duties towards the Company. You covenant that you will be fully responsible for any personal liabilities that may arise as the result of an agreement or arrangement between you and any third party and that the Company will in no way be concerned with such liabilities.

5.7 You will at all times maintain your ability to be employable and in the event of any change in your personal circumstances resulting in possible alteration to the employability status, you will keep the Company informed in writing about such change.

5.8 During your employment with the Company, to meet the exigencies of business, the Company may require you to (i) work on any project that you are assigned to, on any technical platforms/skills and nature of the project or (ii) work right hours or (iii) work in shifts (including night shifts).

5.9 Regardless of any secondment to any of the Company's affiliated entity/business associate/joint venture or where you may be required to work overseas for any such entity for an extensive period, you shall at all times remain an employee of the Company exclusively and shall not be entitled to any such foreign salary or benefits (including medical insurance, green card sponsorship, etc.) payable or applicable to employees of such other Capgemini entities other than the salary and benefits specified in the Employment Letter and/or the salary and benefits that may be determined by Capgemini and communicated to you in writing.

5.10 Unless specifically authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.

5.11 During the period of employment, you agree not to draw, accept or endorse any cheque or bill on behalf of the Company or, in any way, pledge the Company's credit except so far as you may have been authorized by the Company to do so, either generally or in any particular case.

5.12 During the term of your employment, you shall not communicate with the media or with journalists in relation to the Company or its affairs without obtaining a specific prior written permission from the Company.

5.13 You acknowledge and provide your consent vide Consent Letter for use of personal information including Sensitive Personal Data or Information ("SPDI") to the Company (a) to share your sensitive personal data or information about you and/or your dependents (wherever applicable) provided to the Company with third parties for purposes deemed appropriate by the Company from time to time, (b) to share information about you with affiliates of the Company for administrative purposes/audit and with clients/prospects in relation to any staff augmentation requirements, (c) to treat any personal data to which you have access in the course of your employment strictly in accordance with Company policies and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you. You further acknowledge and consent for use of your personal images and voices in marketing material, videos, etc, and confirm that you have read and understood the Company's Privacy Policy in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof.

5.14 You agree to comply with all laws, ordinances, regulations applicable in relation to your employment with the Company including but not limited to the anti corruption laws, and bribery laws such as Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of (i) any public servant, government official, political party or candidate for political office, or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

5.15 You hereby represent to the Company that

- a) you are legally permitted to reside and be employed in India.
- b) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same
- c) you have accepted these terms and conditions only after having had the opportunity to seek clarifications
- d) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you
- e) you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees, and
- f) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6. CONFIDENTIALITY:

6.1 This is a highly Confidential and Private document. You are required to maintain, at all times, the confidentiality and ensure that the contents or details of this Letter are not shared with anyone.

6.2 You are aware that in the course of your employment with the Company, you shall have access to Confidential Information "Confidential Information" shall mean and include, but not limited to, proprietary, confidential, sensitive, personal information about inventions, products, designs, methods, know-how, techniques, trade secrets, systems, processes, strategies, software programs, content, data, techniques, plans, designs, programs, customer information, works of authorship, intellectual property rights, customer lists, employee lists and any other personally identifiable information about any employee of the Company or its affiliate or personally identifiable information of its customers or clients of its customers, user lists, vendor lists, content provider lists, supplier lists, pricing information, projects, budgets, plans, projections, forecasts, financial information and proposals, intellectual property, terms of this Letter and any other information which due to the nature or character of such information, any prudent person might reasonably under similar circumstances treat such as confidential or would expect the Company to regard such information as Confidential, all regardless as to whether such information is in written form or electronic form or disclosed orally before or after the date hereof

6.3 You agree that you may receive in strict confidence all Confidential Information of the Company, its affiliates or its clients or prospective clients of the Company or its affiliates. You further agree to maintain and to assist the Company in maintaining the confidentiality of all such Confidential Information and to prevent it from any unauthorized use.

6.4 You agree and confirm that, you will, at all times:

- a) maintain in confidence all such Confidential Information and will not use such Confidential Information other than as necessary to carry out the purpose for which it was shared with you.
- b) not disclose, divulge, display, publish or disseminate any such Confidential Information to any person except with the Company's prior written consent
- c) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care.
- d) prevent the unauthorized use, dissemination or publication of such Confidential Information
- e) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you
- f) not share such Confidential Information with any third party (specifically those persons who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company)
- g) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company
- h) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information and
- i) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers

6.5 All such Confidential Information shall remain the sole and exclusive property of the Company, and no license, interest or rights (including, without limitation, any intellectual property rights) to such Confidential Information, or any copy, portion or embodiment thereof, is granted or implied to be granted. Nothing in this Letter shall limit in any way the Company's right to develop, use, license, create derivative works of, or otherwise exploit its own Confidential Information.

6.6 You shall be under no obligation of maintaining confidentiality of such Confidential Information as per provisions of this clause if the information

- a) was in your possession before receiving the same from the Company pursuant to this Letter
- b) is or becomes a matter of public knowledge through no fault of yours, or
- c) is rightfully received by you from a third party without a duty of confidentiality.

6.7 If you are served with a court or governmental order requiring disclosure of any part of such Confidential Information, you shall, unless prohibited by law, promptly notify the Company before any disclosure and cooperate fully (reasonable expense to be borne by the Company) with Company and its legal counsel in opposing, seeking a protective order or limit, or appealing any such subpoena, legal process, request or order to the extent deemed appropriate by the Company.

6.8 Upon cessation of your employment with the Company or on a written request of the Company, whichever is earlier, you shall return or destroy (at the Company's option) any part of such Confidential Information that consists of original, and copies of, source material provided to you and still in your possession and, if requested by the Company, shall provide written confirmation to the Company to that effect.

6.9 You shall not, whether during your employment and/or after cessation of your employment, for whatever reason, use, disclose, divulge, publish or distribute to any person or entity, otherwise than as necessary for the proper performance of your duties and responsibilities under this Letter, or as required by law, any confidential information, messages, data or trade secrets acquired by you in the course of your employment with the Company.

6.10 If you are found to be in breach of this clause, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

6.11 You shall maintain the confidentiality of all price sensitive information and shall handle all such information on a strict need to know basis i.e. disclose only to those within the Company who need the information to discharge their duty. You shall not pass on such information to any person directly or indirectly by way of making a recommendation for the purchase or sale of securities. Further, during your employment, you shall be subject to applicable trading restrictions e.g. when the trading window is closed, you shall not trade in the Company or any of its affiliates' securities during such period.

7. INTELLECTUAL PROPERTY.

7.1 "Intellectual Property Rights" shall mean all industrial and intellectual property rights (including both economic and moral rights) including, without limitation, patents, patent applications, patent rights, trademarks, trademark applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, manuscripts, computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting, describing or relating to the above.

7.2 You represent that all services performed by you for the Company shall be your original work and shall not incorporate any third-party materials or work in which you or any third party asserts an ownership interest or Intellectual Property Right. Provided that in the event the Company is held liable or is faced with a claim for your violation of any Intellectual Property Rights belonging to a third party, you undertake to indemnify the Company (and/or any of its affiliates, as the case may be) against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting therefrom.

7.3 If at any time during your employment with the Company, you (either alone or with others) whether or not during normal business hours or arising in the scope of your duties of employment make, conceive, create, discover, invent or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formula, data, technique, know-how, trade secret or any Intellectual Property Right whatsoever (including all work in progress) or any interest therein (whether or not patentable or registrable under copyright, trademark or similar statutes or subject to analogous protection) (collectively "Developments") that:

- a) relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliate) or which may be used in relation therewith;
- b) results from tasks assigned to you by the Company; or
- c) results from the use of premises or personal property (whether tangible or intangible) loaned, leased or contracted for by the Company or its affiliate.

such Developments (including all work in progress) and the benefits thereof shall immediately become the sole and absolute property of the Company, as works made for hire or otherwise, and you shall immediately disclose to the Company, without cost or delay and without communicating to others the same, each such Development and all available information relating thereto (with all necessary plans and models).

7.4 You hereby irrevocably, absolutely and perpetually assign any and all rights (including any Intellectual Property Rights) you may have or acquire in the Developments and all benefits and/or rights resulting therefrom to the Company and its assigns without additional compensation on worldwide basis. You acknowledge that the salary and other payments receivable by you from the Company is adequate compensation for such assignment. You hereby waive and disclaim to the Company any and all claims of any nature whatsoever that you may now have or may hereafter have in and to the Developments (including all work in progress).

7.5 All such assignment of rights shall be perpetual irrevocable, universal and shall not lapse, even if the Company fails at any time to commercially exploit any such Developments. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree to assist and cooperate with the Company in perfecting the Company's rights in any of the Developments.

7.6 Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as "moral rights" (collectively "Moral Rights"). If, you are deemed under applicable law to retain any rights in any Developments, including without limitation any Moral Rights, you hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, you grant and agree to grant, to the Company or its assigns the exclusive, perpetual, irrevocable, universal and royalty free license to use, modify and market the Development, without identifying you or seeking your consent.

7.7 If you are not employed with the Company at the time when the Company requests your assistance in connection with the foregoing, the Company will pay you for your reasonable time expended in complying with the above terms at an hourly rate equal to the effective hourly rate at which you were paid the Company immediately prior to your termination as an employee.

7.8 Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any Intellectual Property Rights due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorneys to do lawfully permitted acts to further the prosecution, issuance, and enforcement of the Intellectual Property Rights or protection in respect of the Developments with the same force and effect as if executed and delivered by you.

7.9 Notwithstanding the foregoing, you will also be bound by Capgemini's policy with respect to Intellectual Property

8. CONFLICT OF INTEREST:

8.1 During your employment, you will not, directly or indirectly, whether alone or as a partner joint venture, officer, director, employee, consultant, agent, independent contractor or stockholder of any company, business or other commercial enterprise (i) engage in any business activity similar in nature to any business conducted or planned by the Company, or (ii) compete in any way with products or services being developed, marketed, distributed or otherwise provided by the Company.

8.2 You shall not undertake, whether directly or indirectly any full time or part time employment or operate or manage business of any kind whatsoever, so long as you are in employment with the Company.

8.3 During your employment if you become aware of any potential or actual conflict between your interests and those of the Company, then you shall immediately inform the Company about such conflict. Where the Company is of the opinion that such a conflict does or could exist, it may direct you to take appropriate action(s) to resolve such a conflict, and you shall comply with such instructions.

8.4 During the course of your employment, you shall not, either directly or indirectly, receive or accept for your own benefit or the benefit of any person or entity other than the Company any gratuity, emolument, or payment of any kind from any person having or intending to have any business with the Company.

8.5 To perform your duties towards the Company, you will have access to email, internet, Company assets (desktop laptop, mobile phones etc.) and other Company infrastructure. You shall ensure that at all times your use of such facilities meets the ethical and social standards of the workplace. Further, your use of such facilities must not interfere with your duties and must not be illegal or contrary to the interests of the Company.

9. RETIREMENT/TERMINATION

a) Retirement

- (i) You will automatically retire from employment with the Company on the last day of the month in which you complete sixty (60) years of age. It is hereby clarified that the Company reserves its right to change the retirement age.

b) Notice Period/Termination

- (i) During the probation period, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you two months' written notice or payment of gross salary in lieu thereof.

Upon confirmation, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you three months' written notice or payment of gross salary in lieu thereof.

- (ii) Notwithstanding anything to the contrary, the Company reserves the right to relieve you from services of the Company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge transfer and serving the notice period conditions).

- (iii) Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of this letter or the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the labour laws and/or in the Company policies.

- (iv) In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any authorized officer of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice and with no obligation to pay you any compensation.

- (v) In case you absent yourself from duty continuously, without prior authorization, for ten (10) consecutive calendar days or more you shall be deemed to have left and relinquished the service on your own accord and such relinquishment of service shall be deemed as a repudiation of your employment. In such circumstances, the Company will have the discretion of (a) adjusting salary against the notice period of such abandonment and recover any outstanding dues towards payable to the Company, and (b) presume that you have voluntarily abandoned the services of the Company and strike off your name from the Company's payroll.

c) Effects of Cessation of Employment

- (b) Upon cessation of your employment with the Company (whether by virtue of termination, resignation, retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessions, formulae, documents, specifications, books etc. in your custody, care of charge and obtain clearance certificate from the relevant person/office/department, on production of which alone your dues, if any, will be settled by the Company taking which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.
- (ii) If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with the Company.
- (iv) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release forms without any additional compensation.

10. LIMITATION OF LIABILITY AND INDEMNITY:

10.1 Neither party shall be liable to the other party for any indirect, incidental, contingent, consequential, punitive, exemplary, special or similar damages including but not limited to, loss of profits or loss of data, whether incurred as a result of negligence or otherwise, irrespective of whether either party has been advised of the possibility of the incurrence by the other Party of any such damages.

10.2 The Company's liability arising out of or in connection with this Letter, whether based in contract, tort (including negligence and strict liability) or otherwise, shall not exceed the amount paid by the Company to you for a period of three (3) months preceding the cause of action.

10.3 Notwithstanding anything to the contrary contained herein, you shall indemnify and keep indemnified the Company, its directors, officers and employees from and against all claims, demands, actions, suits and proceedings (including any losses, damages, costs, charges and expenses), whatsoever that may be brought or made against the Company by any third party as a result of any act or omission, non-performance or non-observance by you of any of the terms and conditions of this Letter and/or arising from your failure to comply to any statute or enactment(s) (including but not limited anti-bribery laws and "whistle protection laws").

11. MISCELLANEOUS:

11.1 Notice: All notices to you in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by email (as per Company records) or by courier or by speed post addressed to the address mentioned hereinabove. It will be your responsibility to inform the Company of any change in your address and contact details including telephone numbers, personal email addresses etc.

All notices to the Company in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by courier or by speed post addressed to the Company's office address referred in the Employment Letter or by email with a physical copy by any of the above-mentioned ways.

11.2 Severability: The parties acknowledge and agree that if any of the provision of this Letter is deemed invalid, void, illegal, and unenforceable that provision stands severed from this Letter and the remaining provisions of this Letter shall remain valid and enforceable.

11.3 Publicity: You shall not use the name and/or trademark/logo of Capgemini, its group companies, subsidiaries or associates before media (irrespective of the form whether print, audio visual, electronic etc.) in any other manner which is detrimental to the interest, image and goodwill of the Company and its affiliates without prior written consent of the Company. In the event you intend to share/disclose article which includes any information about the Company or its affiliates/customers for possible publication or dissemination outside the Capgemini group, you agree to inform the Company and obtain its prior written consent on the article you wish to disclose. Further, you agree to make such modifications/deletions/revisions to the article as are requested by the Company to protect its property/interest/reputation.

11.4 Non-Disparagement: During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

11.5 Waiver: No delay or failure of any party in exercising or enforcing any of its rights or remedies whatsoever shall operate as a waiver of those rights or remedies or so as to preclude or impair the exercise or enforcement of those rights or remedies. No single or partial exercise or enforcement of any right or remedy by any party shall preclude or impair any other or further exercise or enforcement of that right or remedy by that Party. Save as expressly provided in this Letter, neither party shall be deemed to have waived any of its rights or remedies whatsoever unless the waiver is made in writing, signed by a duly authorized representative of that party and may be given subject to any conditions thought fit by the grantor. Unless otherwise expressly stated any waiver shall be effective only in the instance and for the purpose for which it is given.

11.6 Integration: This Letter along with its Exhibit constitutes the entire understanding between the parties and supersedes all previous agreements (written or oral) between the Parties in relation to its subject matter.

11.7 Survival: Clauses 5.1, 5.13, 6, 7, 9(c), 10, 11.1, 11.7, 11.8 and 11.9 and any other clause which by its nature is expected to survive shall all survive the expiry/termination (for whatever reason) of the Letter and shall continue to apply.

11.8 Dispute Resolution/Governing Law: The Parties to this Agreement shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof or the breach hereof. All disputes, differences and/or claims arising out of these presents or as to the construction, meaning or effect hereof or as to the rights and liabilities of the Parties hereunder and which cannot be settled by mutual conciliation shall be referred to Arbitration to be held in Mumbai in English Language in accordance with the Arbitration and Conciliation Act 1996, or any statutory amendments thereof and shall be referred to a sole Arbitrator to be appointed by Capgemini. The award of the Arbitrator shall be final and binding on Parties. This Letter shall be governed and interpreted in accordance to the laws of India and the courts at Mumbai only shall have exclusive jurisdiction.

11.9 Rights to Injunctive Relief: You hereby expressly acknowledges that any breach or threatened breach by you of any of your obligations set forth in this Letter and/or any of the Company policies may result in significant and continuing injury and irreparable harm to Company the monetary value of which would be impossible to establish. Therefore, you agree that Company shall be entitled to injunctive relief in a court of appropriate jurisdiction with respect to such provisions.

STRICTLY PRIVATE AND CONFIDENTIAL

Date: 27-7-2019

Dear Rupesh Bhatu Patil,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you; we are pleased to offer you an appointment at Bajaj Finance Limited ("Company") on the following terms:

1. DESIGNATION & BAND

You will be designated as "Assistant Manager - Underwriting" of GB02 Band.

2. PERIOD OF EMPLOYMENT

2.1 Basis your confirmation that you were relieved from the services of your previous employer as of the date of your joining with Bajaj Finance Limited, please note that, your employment with Bajaj Finance Limited will commence tentatively on 02-08-2019 (or any other date as may be agreed by BFL in its sole discretion) and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5 of this Employment Letter.

2.2 The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. HOURS AND PLACE OF WORK

3.1 You shall be based in our Pune - Wakdevadi office but may be required to serve the Company in any place within or outside India, as required.

3.2 You may be required to travel nationally and internationally on the business of the Company.

3.3 You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.

3.4 You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

JR & Application No.	: JR23456789 1232625
Full Name	: Rupesh Bhatu Patil
Consent Details	: Accepted
Date & Time	: 2019-07-27 18:30 PM
Mobile	: +91-9988776655
IP Address	: 153.168.1.3

Page 1 of 9

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road,
Viman Nagar, Pune 411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060

Fax: +91 20 30405020

Corporate ID No.:

L6S910MH1767PLC042961

www.bajajfinserv.in/finance

STRICTLY PRIVATE AND CONFIDENTIAL

Date: 10-12-2018

Dear Sonale Surnamala Arun,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you; we are pleased to offer you an appointment at Bajaj Finance Limited ("Company") on the following terms:

1. DESIGNATION & BAND

You will be designated as "Assistant Manager - Underwriting" at G802 Band.

2. PERIOD OF EMPLOYMENT

2.1 Basis your confirmation that you were relieved from the services of your previous employer as of the date of your joining with Bajaj Finance Limited, please note that, your employment with Bajaj Finance Limited will commence tentatively on 19-12-2018 (or any other date as may be agreed by BFL in its sole discretion) and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5 of this Employment Letter.

2.2 The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. HOURS AND PLACE OF WORK

3.1 You shall be based in our Pune - Wakdevadi office but may be required to serve the Company in any place within or outside India, as required.

3.2 You may be required to travel nationally and internationally on the business of the Company.

3.3 You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.

3.4 You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

JR & Application No.	: JR34567890 3635341
Full Name	: Sonale Surnamala Arun
Consent Details	: Accepted
Date & Time	: 2018-12-19 07:55 PM
Mobile	: +91-9090909090
IP Address	: 157.168.1.4

Bajaj Finance Limited

Page 1 of 9

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road,
Viman Nagar, Pune 411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.:
L65910MH1267P1C042961

www.bajajfinserv.in/finance

STRICTLY PRIVATE AND CONFIDENTIAL

Date: 02-11-2018

Dear Ratnakar Jagannat,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you, we are pleased to offer you an appointment at Bajaj Finance Limited ("Company") on the following terms:

1. DESIGNATION & BAND

You will be designated as "Assistant Manager - Underwriting" at G802 Band.

2. PERIOD OF EMPLOYMENT

2.1 Basis your confirmation that you were relieved from the services of your previous employer as of the date of your joining with Bajaj Finance Limited, please note that, your employment with Bajaj Finance Limited will commence tentatively on 07-11-2018 (or any other date as may be agreed by BFL in its sole discretion) and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5 of this Employment Letter.

2.2 The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. HOURS AND PLACE OF WORK

3.1 You shall be based in our Pune - Wakdevadi office but may be required to serve the Company in any place within or outside India, as required.

3.2 You may be required to travel nationally and internationally on the business of the Company.

3.3 You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.

3.4 You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

JR & Application No.	:	JR87654321 1235642
Full Name	:	Jondhale Ratnakar Jagannat
Consent Details	:	Accepted
Date & Time	:	2018-11-02 09:45 AM
Mobile	:	+91-9123456789
IP Address	:	153.168.1.2

Page 1 of 9

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road,
Viman Nagar, Pune 411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.:
L65910MH1267P1C042961

www.bajajfinserv.in/finance

Welcome to Bajaj Finance Limited, and wish you a very successful career with the group.


Encl: Annexure

I have fully read and understood the terms of this Employment Letter. I accept the same on the above terms and conditions, and as appointed, I agree to abide by the rules and regulation of the company and will be joining on 07-11-2018.

By entering the one-time password ("OTP") sent by Bajaj Finance Limited or by submitting physical signature, I hereby confirm that I have read, understood and unconditionally agree and acknowledge to be bound by the terms of this letter

Name and OTP Acceptance, confirming acceptance of the above terms and conditions

JR & Application No.	:	JR87654321 1235642
Full Name	:	Jondhale Ratnakar Jagannat
Consent Details	:	Accepted
Date & Time	:	2018-11-02 09:45 AM
Mobile	:	+91-9123456789
IP Address	:	153.168.1.2



**AUTHORISED SIGNATORY
BAJAJ FINANCE LIMITED**

STRICTLY PRIVATE AND CONFIDENTIAL

Date: 11-04-2018

Dear Gavali Chintamani Raosaheb,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you; we are pleased to offer you an appointment at Bajaj Finance Limited ("Company") on the following terms:

1. DESIGNATION & BAND

You will be designated as "Assistant Manager - Underwriting" at G802 Band.

2. PERIOD OF EMPLOYMENT

2.1 Basis your confirmation that you were relieved from the services of your previous employer as of the date of your joining with Bajaj Finance Limited, please note that, your employment with Bajaj Finance Limited will commence tentatively on 20-04-2018 (or any other date as may be agreed by BFL in its sole discretion) and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5 of this Employment Letter.

2.2 The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. HOURS AND PLACE OF WORK

3.1 You shall be based in our Pune - Wakdewadi office but may be required to serve the Company in any place within or outside India, as required.

3.2 You may be required to travel nationally and internationally on the business of the Company.

3.3 You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.

3.4 You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

JR & Application No.	:	JR 11100022 2220201
Full Name	:	Gavali Chintamani Raosaheb
Consent Details	:	Accepted
Date & Time	:	2018-03-15 14:23
Mobile	:	+91-9876543210
IP Address	:	192.168.1.1

Page 1 of 9

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road,
Viman Nagar, Pune 411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060

Fax: +91 20 30405020

Corporate ID No.:

L65910MH1767PLC042961

www.bajajfinserv.in/finance

Welcome to Bajaj Finance Limited, and wish you a very successful career with the group.



Encl: Annexure

I have fully read and understood the terms of this Employment Letter. I accept the same on the above terms and conditions, and as appointed, I agree to abide by the rules and regulation of the company and will be joining on 20-04-2018.

By entering the one-time password ("OTP") sent by Bajaj Finance Limited or by submitting physical signature, I hereby confirm that I have read, understood and unconditionally agree and acknowledge to be bound by the terms of this letter

Name and OTP Acceptance, confirming acceptance of the above terms and conditions

JR & Application No.	:	JR 11100022 2220201
Full Name	:	Gavali Chintamani Raosaheb
Consent Details	:	Accepted
Date & Time	:	2018-03-15 14:23
Mobile	:	+91-9876543210
IP Address	:	192.168.1.1

AUTHORISED SIGNATORY
BAJAJ FINANCE LIMITED



Page 9 of 9

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road,
Viman Nagar, Pune 411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No:

www.bajajfinserv.in/finance



HDFC Life Insurance Company Limited

Date: 24th June 2019

Patil Shital Nimba,

Bungalow No. 18, Green Meadows,
Baner Pashan Link Road,
Pune, Maharashtra, 411021.

Dear Shital,

Subject: Offer of Employment as Management Trainee

We are pleased to offer you the position of Management Trainee at HDFC Life Insurance Company Limited, Pune Branch. We were highly impressed with your skills and experience, and we believe you will be a valuable addition to our team.

Position: Management Trainee

Location: Pune Branch

CTC: Approximately ₹5,00,000 per annum

Terms and Conditions:

1. **Commencement Date:** Your employment with HDFC Life is expected to commence on 1st July 2019.
2. **Probation Period:** You will be on a probation period of 6 months from the date of joining. Your performance will be reviewed during this period, and upon satisfactory completion, you will be confirmed as a permanent employee.
3. **Salary and Benefits:** Your annual CTC will be approximately ₹5,00,000. This includes basic salary, HRA, and other allowances as per company policy. You will also be eligible for benefits such as health insurance, gratuity, and other perks as detailed in the company's employee handbook.

HDFC Life Insurance Company Limited (Formerly HDFC Standard Life Insurance Company Limited)

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,

N.M. Joshi Marg, Mahalaxmi, Mumbai - 400011

CIN: L65110MH190001200000000000000000

+91 22 6751 6666

1060-267-9999

Available Mon-Sat from 10am to 7pm (Local charges apply)
DO NOT prefix any country code e.g. +91 or 00

www.hdfclife.com



HDFC Life Insurance Company Limited

Date: 24th June 2019

Patil Shital Nimba,

**Bungalow No. 18, Green Meadows,
Baner Pashan Link Road,
Pune, Maharashtra, 411021.**

Dear Shital,

Subject: Offer of Employment as Management Trainee

We are pleased to offer you the position of Management Trainee at HDFC Life Insurance Company Limited, Pune Branch. We were highly impressed with your skills and experience, and we believe you will be a valuable addition to our team.

Position: Management Trainee

Location: Pune Branch

CTC: Approximately ₹5,00,000 per annum

Terms and Conditions:

- 1. Commencement Date:** Your employment with HDFC Life is expected to commence on 1st July 2019.
- 2. Probation Period:** You will be on a probation period of 6 months from the date of joining. Your performance will be reviewed during this period, and upon satisfactory completion, you will be confirmed as a permanent employee.
- 3. Salary and Benefits:** Your annual CTC will be approximately ₹5,00,000. This includes basic salary, HRA, and other allowances as per company policy. You will also be eligible for benefits such as health insurance, gratuity, and other perks as detailed in the company's employee handbook.

HDFC Life Insurance Company Limited (Formerly HDFC Standard Life Insurance Company Limited)

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,

N.M. Joshi Marg, Mahalaxmi, Mumbai - 400011

CIN: L65100MH2000PLC128245

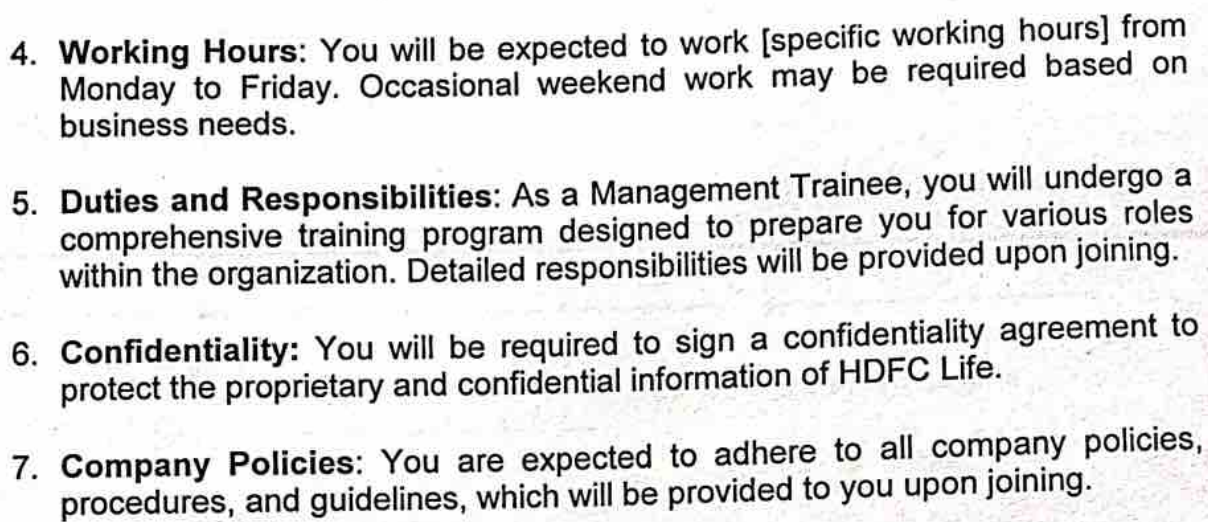
+91 22 6751 6666

1060-267-9999

Available Mon-Sat from 10am to 7pm (Local charges apply)
HDFC prefix any country code e.g. +91 or 00

www.hdfclife.com





We are excited about the possibility of you joining our team and contributing to the success of HDFC Life. Should you have any questions or require further information, please do not hesitate to contact us.

We look forward to your positive response and are confident that you will find your role with HDFC Life both challenging and rewarding.

Pranmit

HDFC Life Insurance Company Limited (Formerly HDFC Standard Life Insurance Company Limited)

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,

N. M. Joshi Marg, Mahalaxmi, Mumbai - 400011

CN:1A5110&CHNOPTC:128245

+91 22 6751 6666

☎ 1060-267-9999

Available Mon-Fri from 10am to 7pm (Local charges apply)
 UK Post prefix any country code e.g. +44 1832

 www.hdfcife.com



Acceptance of Offer

I, Patil Shital Nimba, hereby accept the offer of employment as a Management Trainee at HDFC Life Insurance Company Limited, Pune Branch. I understand and agree to the terms and conditions outlined in this offer letter.

Signature: _____

Date: _____

HDFC Life Insurance Company Limited (Formerly HDFC Standard Life Insurance Company Limited)

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,

N.M. Joshi Marg, Mahataxmi, Mumbai - 400011

CIN: L65110MH1990PLC100245

☎ +91 22 6751 6666

☎ 1860-267-9999

Availabe Mon-Sat from 10am to 7pm (Local charges apply)
Toll free prefix any country code e.g. +91 or 00.

🌐 www.hdfclife.com



HDFC Life Insurance Company Limited

Date: 24th June 2019

**Bhagwat Pandurang Solanke
Flat No. 807, Sapphire Heights,
Wakad,
Pune, Maharashtra, 411057.**

Dear Pandurang,

Subject: Offer of Employment as Management Trainee

We are pleased to offer you the position of Management Trainee at HDFC Life Insurance Company Limited, Pune Branch. We were highly impressed with your skills and experience, and we believe you will be a valuable addition to our team.

Position: Management Trainee

Location: Pune Branch

CTC: Approximately ₹5,00,000 per annum

Terms and Conditions:

- 1. Commencement Date:** Your employment with HDFC Life is expected to commence on 1st July 2019.
- 2. Probation Period:** You will be on a probation period of 6 months from the date of joining. Your performance will be reviewed during this period, and upon satisfactory completion, you will be confirmed as a permanent employee.
- 3. Salary and Benefits:** Your annual CTC will be approximately ₹5,00,000. This includes basic salary, HRA, and other allowances as per company policy. You will also be eligible for benefits such as health insurance, gratuity, and other perks as detailed in the company's employee handbook.

HDFC Life Insurance Company Limited (Formerly HDFC Standard Life Insurance Company Limited)

Corporate & Registered Office:

**13th Floor, Lodha Excelus, Apollo Mills Compound,
N. M. Joshi Marg, Mahalaxmi, Mumbai - 400011**

CTC: 1.65110621300091.0128245

+91 22 6751 6666

1060-267-9999

Available Mon-Sat from 10am to 7pm (Local charges apply).
DO NOT prefix any country code e.g. +91 or 00.

www.hdfclife.com



4. **Working Hours:** You will be expected to work [specific working hours] from Monday to Friday. Occasional weekend work may be required based on business needs.
5. **Duties and Responsibilities:** As a Management Trainee, you will undergo a comprehensive training program designed to prepare you for various roles within the organization. Detailed responsibilities will be provided upon joining.
6. **Confidentiality:** You will be required to sign a confidentiality agreement to protect the proprietary and confidential information of HDFC Life.
7. **Company Policies:** You are expected to adhere to all company policies, procedures, and guidelines, which will be provided to you upon joining.

To confirm your acceptance of this offer, please sign and return a copy of this letter by 30th June 2019.

We are excited about the possibility of you joining our team and contributing to the success of HDFC Life. Should you have any questions or require further information, please do not hesitate to contact us.

We look forward to your positive response and are confident that you will find your role with HDFC Life both challenging and rewarding.

Yours sincerely,

Pramit Sen
VP- HR
HDFC Life Insurance Company Limited
Pune Branch

HDFC Life Insurance Company Limited (Formerly HDFC Standard Life Insurance Company Limited)

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,
N. M. Joshi Marg, Mahalaxmi, Mumbai - 400011

CIN: L65102MH1998PLC00248

+91 22 6751 6666

1060-267-9999

Available Mon-Sat from 10am to 7pm (local charges apply)
HDFC profits and country code +91 or 00

www.hdfclife.com





Acceptance of Offer

I, Bhagwat Pandurang Solanke, hereby accept the offer of employment as a Management Trainee at HDFC Life Insurance Company Limited, Pune Branch. I understand and agree to the terms and conditions outlined in this offer letter.

Signature: _____

Date: _____

HDFC Life Insurance Company Limited (Formerly HDFC Standard Life Insurance Company Limited)

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,

N. M. Joshi Marg, Mahalaxmi, Mumbai - 400011

CIN: L65100MH2000PLC135245

+91 22 6751 6666

1060-267-9999

Available Mon-Sat from 10am to 7pm (local charges apply)
HDFC prefix any country code e.g. +91 or 00.

www.hdfclife.com





blanco

Blanco Diagnostics (India) Private Limited
Sai Radhe Complex,
H Wing, Off No 109,
Lokeshwari Road, Sangamvadi,
Kennedy Rd, 10th Hotel Sheraton Grand,
Pune MH 411 001, India

OFFER LETTER

Date: 7th Oct. 2018

To,

Rohit Kumar Chandrakant,

**House No. 22, Green Valley,
Wanowrie,
Pune, Maharashtra, 411040**

Dear Rohit,

Congratulations on being selected to be a part of the Blanco Family!!

With reference to your application and subsequent interviews and discussions with us; we are pleased to offer you a position with Blanco Diagnostics (India) Pvt. Ltd.

The details of terms and conditions of the offer are as enlisted below:

- 1. Designation and Role:** You will be designated as Junior System Administrator.
- 2. Date of commencement of Employment:** 14th Oct. 2018.
- 3. Place of Work:** You will be working from Pune, office* Situated at, Blanco Diagnostics India Pvt. Ltd; Urbanwrk Alliance Office 109 /504, B wing, 5th Floor, Sai Radhe, Raja Bahadur Mills Road, Behind Hotel Sheraton Grand, Sangamvadi, Pune 411001.

Owing to the covid-19, prevention guidelines, you shall be working from home until time such mentioned and will resume office upon request.

- 4. Pay, Compensation and Benefits:** You will be entitled for pay and compensation as given below:

5. Gross Cost To Company (CTC): Your Total Cost to Company will be INR 400,000 (Four lakhs Only) inclusive of all perks, and statutory perquisites.

a. Additional Allowances: Additional allowances if any applicable, over and above your fixed CTC shall be communicated to you separately.

b. Bonus Scheme: you shall be eligible for company bonus scheme as per company standard

c. Compensation Confidentiality: Your Compensation is strictly confidential and shall not be discussed and/or divulged with anyone for any reason.

d. Detailed Compensation Structure: A detailed compensation break-up structure is given in Annexure A.

- 6. Working hours:** You are being hired for a 24*7 global support role, requiring working in rotational shifts (including night shifts). Your standard work week will be 5 days long and you shall have 2 rotational weekly off days.

By accepting this offer letter, you are giving your consent to agree and work in a 24*7 shifts environment.



blancco

Blanco Diagnostics (India) Private Limited
San Radhe Complex,
B Wing, Ofc No 109,
Urbanark Floor 5 Sangamwadi,
Kennedy Rd. Blid Hotel Sheraton Grand
Pune MH 411001, India

7. Adherence and acceptance company rules, regulations and policies: with acceptance of this employment offer, you agree to accept the employment rules, regulations and practices of Blanco Diagnostics India Pvt. Ltd upon joining.

Please read this document carefully and thoroughly, and countersign to indicate your acceptance of this Employment offer, within 24 hours of receipt of this offer.

A detailed appointment letter with all the details of terms and conditions shall be shared upon your joining.

We look forward to having you aboard!!!

For Blanco Diagnostics (India) Pvt. Ltd.

Jasleen Baghh

Jasleen Kaur Baghh
Director

I hereby accept the employment offer and agree to join as per the stated date:

Name: Rohit Kumar Chandrakant,

Signature:

Date:

"ANNEXURE A"

COMPENSATION STRUCTURE:

Your individual compensation has been determined based on various factors such as your job, skills, specific background and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total CTC will be Rs. 400,000 (Four Lakhs Only) its composition will be as follows:

ANNEXURE A

Name :	Rohit Kumar Chandrakant,
Designation:	Junior System Administrator.
Annual Cost To Company :	400000 LPA
	Four Lacs only
With Effect From :	14th Oct. 2018

COMPENSATION BREAK-UP PART A Salary Component

		INR Per Month	INR Per Annum
i	Basic	13,333.33	160,000.00
ii	Dearness Allowance	1,600.00	19,200.00
iii	House Rent Allowance	5,333.33	64,000.00
iv	Conveyance	1,600.00	19,200.00
v	Medical Reimbursement	1,250.00	15,000.00
vi	Provident Fund Contribution	1,800.00	21,600.00
vii	Leave Travel Allowance	2,083.33	25,000.00
viii	Special Allowance	6,333.33	76,000.00
ix	Total Annual Gross Compensation	33,333.33	400,000.00

Your Take Home Salary will be subject to:

1. Tax Deduction at Source (as applicable)
2. Statutory deductions like Professional Tax, Provident Fund /ESIC (if applicable) and other such statutory deductions as indicated and required by the Government of India /State Government.

Jashleen Baghel



blancco

Blanco Diagnostics (India) Private Limited
Sai Radhe Complex,
B Wing, Off No 109,
Urbanwork Floor 5 Sangamvadi,
Kennedy Rd. Behind Hotel Sheraton Grand,
Pune 411001, India

OFFER LETTER

Date: 7th Oct. 2018

To,
Ganesh Nivarutti Budhanavar,

Flat No. 1101, Hill View Apartments,
Erandwane,
Pune, Maharashtra, 411004.

Dear Nivarutti,

Congratulations on being selected to be a part of the Blanco Family!!
With reference to your application and subsequent interviews and discussions with us; we are pleased to offer you a position with Blanco Diagnostics (India) Pvt. Ltd.

The details of terms and conditions of the offer are as enlisted below:

1. **Designation and Role:** You will be designated as Junior System Administrator.
2. **Date of commencement of Employment:** 14th Oct. 2018.
3. **Place of Work:** You will be working from Pune, office* Situated at, Blanco Diagnostics India Pvt. Ltd; Urbanwrk Alliance Office 109 /504, B wing, 5th Floor, Sai Radhe, Raja Bahadur Mills Road, Behind Hotel Sheraton Grand, Sangamvadi, Pune 411001.

Owing to the covid-19, prevention guidelines, you shall be working from home until time such mentioned and will resume office upon request.

4. **Pay, Compensation and Benefits:** You will be entitled for pay and compensation as given below:

5. **Gross Cost To Company (CTC):** Your Total Cost to Company will be INR 400,000 (Four lakhs Only) inclusive of all perks, and statutory perquisites.

- a. **Additional Allowances:** Additional allowances if any applicable, over and above your fixed CTC shall be communicated to you separately.

- b. **Bonus Scheme:** you shall be eligible for company bonus scheme as per company standard

- c. **Compensation Confidentiality:** Your Compensation is strictly confidential and shall not be discussed and/or divulge d with anyone for any reason.

- d. **Detailed Compensation Structure:** A detailed compensation break-up structure is given in Annexure A.

6. **Working hours:** You are being hired for a 24*7 global support role, requiring working in rotational shifts (including night shifts). Your standard work week will be 5 days long and you shall have 2 rotational weekly off days.

By accepting this offer letter, you are giving your consent to agree and work in a 24*7 shifts environment.



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Blanco Diagnostics (India) Private Limited
Sri Radhe Complex,
B Wing, Ofc No 107,
Urbanwell Floor 5 Sangamwadi,
Kennedy Rd. Blld Hotel Sheraton Grand
Pune MH 411 001, India

7. Adherence and acceptance company rules, regulations and policies: with acceptance of this employment offer, you agree to accept the employment rules, regulations and practices of Blanco Diagnostics India Pvt. Ltd upon joining.

Please read this document carefully and thoroughly, and countersign to indicate your acceptance of this Employment offer, within 24 hours of receipt of this offer.

A detailed appointment letter with all the details of terms and conditions shall be shared upon your joining.

We look forward to having you aboard!!!

For Blanco Diagnostics (India) Pvt. Ltd.

Jasleen Baghh

Jasleen Kaur Baghh
Director

I hereby accept the employment offer and agree to join as per the stated date:

Name: Ganesh Nivarutti Budhanavar

Signature:

Date:

"ANNEXURE A"

COMPENSATION STRUCTURE:

Your individual compensation has been determined based on various factors such as your job, skills, specific background and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total CTC will be Rs. 400,000 (Four Lakhs Only) its composition will be as follows:

ANNEXURE A

Name :	Ganesh Nivarutti Budhanavar
Designation:	Junior System Administrator.
Annual Cost To Company :	400000 LPA
	Four Lacs only
With Effect From :	14th Oct. 2018

COMPENSATION BREAK-UP

PART A Salary Component

INR Per Month

INR Per Annum

i	Basic	13,333.33	160,000.00
ii	Dearness Allowance	1,600.00	19,200.00
iii	House Rent Allowance	5,333.33	64,000.00
iv	Conveyance	1,600.00	19,200.00
v	Medical Reimbursement	1,250.00	15,000.00
vi	Provident Fund Contribution	1,800.00	21,600.00
vii	Leave Travel Allowance	2,083.33	25,000.00
viii	Special Allowance	6,333.33	76,000.00
ix	Total Annual Gross Compensation	33,333.33	400,000.00

Your Take Home Salary will be subject to:

1. Tax Deduction at Source (as applicable)
2. Statutory deductions like Professional Tax, Provident Fund /ESIC (if applicable) and other such statutory deductions as indicated and required by the Government of India /State Government.

Jasleen Baghel



Date : 22 July 2018

To,
Name: Shubham Somnath Jadhav,
Address: Flat No. 204, Lake View Residency, Pimple Saudagar,
Pune, Maharashtra, 411027.

Offer Letter

Dear Shubham,

As per our discussions we are pleased to offer you the position of Sales Manager in sales department in Titan. The following terms and conditions would be applicable

1. This Job offer will be valid upon your joining us on before Date 25th Aug 2018 or any other date mutually agreed.

2. You will be covered under the Group Medical Insurance. Term Life Insurance and Accident Insurance as per applicable based on organization's Policies.

3. On joining the organization and you will be required to undergo a training and evaluation program.

4. This Letter of employment offer is subject to clearance from the "Pre Employment Medical Examination" which you will be required to undergo by the company's Medical Officer or such other Medical Officer that the company may appoint.

Please sign a copy of the offer letter as your acceptance. At the time of joining please bring photocopy of all testimonials, educational certificates, four recent passport size photographs, experience letter from your previous employers' copy of your relieving letter from your past employer and documentary evidence of the last drawn salary.

With Best Regards,

For Titan Company Ltd.
Abhishek Shashtri.
Manager Human Resource.



To,
Name: Jhony Dadahari Damare,
Address: Bungalow No. 12, Pinewood Estate, Kothrud,
Pune, Maharashtra, 411038.

Date : 22 July 2018

Offer Letter

Dear Jhony,

As per our discussions we are pleased to offer you the position of Sales Manager in sales department in Titan. The following terms and conditions would be applicable

1. This Job offer will be valid upon your joining us on before Date 25th Aug 2018 or any other date mutually agreed.

2. You will be covered under the Group Medical Insurance. Term Life Insurance and Accident Insurance as per applicable based on organization's Policies.

3. On joining the organization and you will be required to undergo a training and evaluation program.

4. This Letter of employment offer is subject to clearance from the "Pre Employment Medical Examination" which you will be required to undergo by the company's Medical Officer or such other Medical Officer that the company may appoint.

Please sign a copy of the offer letter as your acceptance. At the time of joining please bring photocopy of all testimonials, educational certificates, four recent passport size photographs, experience letter from your previous employers copy of your relieving letter from your past employer and documentary evidence of the last drawn salary.

With Best Regards,

For Titan Company Ltd.
Abhishek Shashtri.
Manager Human Resource.

Personal & Confidential

13 July 2019

Dear Gholap Pritamkumar Laxman
Row House No. 4, Paradise Villas,
Hinjewadi Phase 2,
Pune, Maharashtra, 411057.

Dear Pritamkumar,

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

1. Designation : Associate Purchase
Level : H9
2. Compensation
Perquisites & Allowances : As Detailed in Annexure 'A'.
3. Your initial place of joining will be at Signify Innovations India Limited, Building Quadra I, 4th floor, Survey No. 238/239, Magarpatta Road, Hadapsar, Pune - 411028, Maharashtra. However, your services are transferable anywhere in India in accordance with Company's rules for the time being in force.
4. Your appointment will be effective from the date of joining which shall be as soon as possible but not later than 21 July 2019 failing which this appointment will stand automatically withdrawn.
5. a. Your appointment is subject to your being certified medically fit by a registered medical practitioner as per the schedule provided at Annexure B (Medical Certification); and subject to a satisfactory reference /background check and testimonial verification, if any.

b. Please note that your appointment is based on the information and documents submitted by you and shall be subject to the verification of your credentials, testimonials and other particulars mentioned by you in your application for employment made to the organization. If the particulars given by you are in any way found to be inaccurate (false/tampered) or misleading and/or relevant information found to be not disclosed, your employment shall be deemed to be null and void. Hence your appointment will automatically stand cancelled and your services will be terminated forthwith without any notice.

c. Please understand that your offer of employment is contingent upon the satisfactory outcome of a personal background check which, depending upon your position and department, may include professional references, verification of previous employment and education, criminal background

Signify Innovations India Limited
Formerly known as "Philips Lighting India Limited"
CIN No : U74900W/82015PLC200100

Cooper Lighting Solution,
Quadra I, 4th floor, Survey No. 238/239, Magarpatta Road,
Hadapsar, Pune - 411028, Maharashtra, India
Tel :- +91 20 6868 1201

Registered Office:
Manglam Business Centre, Block B, 6th Floor, 22 Cornac Street
Kolkata - 700016, West Bengal, India Tel: +91 33 6629 7000



11/08/2018

Pisa Ravindra Bhimrao,

Dear Ravindra,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include but not limited to criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable as well as cut off marks for assessment examinations, jointly and severally). If any of the aforesaid conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi

Lokendra Sethi (Nov 10, 2021 19:05 GMT+12)

Lokendra Sethi
Vice President - Human Resources



11/08/2018

Bhushan Suresh Mangrulkar,

Bungalow No. 18, Riverside Enclave,
Pimpri,
Pune, Maharashtra, 411018

Dear Bhushan,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Software Engineer at DXC Technology India Private Limited of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 11/16/2018. Your job level at DXC is 3.

Your appointment with DXC Technology India Private Limited is on the following terms and conditions.

Kindly note that considering the current pandemic situation, you are required to work from home. Once the situation normalizes, as determined by DXC, you would be required to report to DXC offices in Noida based on the information provided by your manager.

Compensation and Benefits

1.0 Salary

Your Fixed Gross Salary will be INR 360,000.00 per annum and Total Gross Salary will be INR 360,000.

1.1 Basic Pay

You will be eligible for a Basic Pay which will be INR ₹180,000.00.

1.2 Provident Fund

You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your Basic Salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Commission, wherever applicable.

1.3 Gratuity

You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

1.4 Insurance

Medical Insurance coverage is extended to employee, spouse and up to two children on a family floater basis for INR 500,000. You have an option to top it up by INR 200,000 or INR 400,000 or INR 600,000 or INR 800,000 by paying an additional premium. You can also cover parents/in laws by paying premium in the same floater. Group personal accident Insurance (GPAP) coverage is 3 times of Fixed Gross Salary or INR 1,000,000 whichever is higher. Group term life Insurance coverage is 2.5 times the Fixed gross salary. The premium payable for these Insurance benefits forms a part of your compensation.