

|| (Be One with the downtrodden and the underprivileged) ||

Shri Shivaji Education Society Karad, Board For Higher Education's

YASHWANTRAO CHAVAN COLLEGE OF SCIENCE, KARAD

Vidyanagar, KARAD - 415 124 Dist. Satara (Maharashtra)

☎ 02164 - 271356, 271357 e-mail: gnyccol@rediffmail.com website: www.yccokarad.com

UDISE Code - 27310297715 Index No. - J-21-02-002

Reaccredited 8th Level by NAAC, Bangalore

AN ISO 9001:2015 CERTIFIED COLLEGE. REG. NO. - 190915237.

Dr. Suryakant Babu Kengar

Principal

Hon. Shamrao Alias Balasaheb Pandurang Patil

President, M.S.A.

Shri Shivaji Education Society's Board for Higher Education, Karad

Hon. Altafhusen Nasiruddin Mulla

General Secretary

Shri Shivaji Education Society's Board for Higher Education, Karad

CRITERION 5: STUDENTS SUPPORTS AND PROGRESSION

5.2. STUDENTS PROGRESSION

5.2.1. Number of placement of outgoing students placed or progressed to higher education during the year

Students Placement

Year-2022-23

Sr. No.	Name of the student who have been placed	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1.	Rushikesh Pawar	B.Sc.	Impact	1.77 L.
2.	Amruta Shankar Thorat	B.Sc.	Infiniminds	2.00 L.
3.	Gaurav Ramesh Dubal	B.Sc.	Impact	NA
4.	Shaharukh Najir Patel	B.Sc.	Impact	3.12 L.
5.	Sakshi Rajendra Markal	B.Sc.	IDC	2.26 L.
6.	Komal Satish Nalawade	B.Sc.	Impact	2.28 L.
7.	Shweta Mahadev Thorat	B.Sc.	IDC	2.32 L.
8.	Rutuja Vijay Hatte	B.Sc.	IDC	2.26 L.
9.	Gauri Chavan	B.Sc.	Impact	2.68 L.
10.	Tushar Babur	B.Sc.	Impact	3.14 L.
11.	Rohit Yadav	B.Sc.	Impact	2.55 L.
12.	Pratav Karale	B.Sc.	Impact	2.55 L.
13.	Vikas Nadagdi	B.Sc.	Impact	2.00 L.
14.	Akshay Maruti Suryawanshi	B.Sc.	Impact	2.43 L.
15.	Akash Chavan	B.Sc.	Impact	2.70 L.
16.	Swapnil Yadav	B.Sc.	Impact	2.55 L.



Principal
Yashwantrao Chavan College
of Science, Karad

17.	Akash Chavan	B.Sc.	Impact	2.70 L.
18.	Suagnil Yadav	B.Sc.	Impact	2.55 L.
19.	Pramod Anant Chavan	B.Sc.	Technical Engineer	1.92 L.
20.	Manta Sanjay Yadav	B.Sc.	i-source Infosystems Pvt. Ltd.	1.92 L.
21.	Akash Jagtap	B.Sc.	Impact	1.89 L.
22.	Valbhav Deshmukh	B.Sc.	Team Computers	2.50 L.
23.	Suhant Shivaji Jagtap	B.Sc.	Randstad	2.00 L.
24.	Divyansha Hulwan	B.Sc.	Team lease	2.88 L.
25.	Tejas Dipak Gulkwad	B.Sc.	Impact	2.14 L.
26.	Akshay Nandaa	B.Sc.	Birlasoft	2.88 L.
27.	Nikita patil	B.Sc.	IDC	2.50 L.
28.	Priyanka Mahipati chavan	B.Sc.	CMS	2.70 L.
29.	shreaddha Dipak Ghadge	B.Sc.	CMS	2.31 L.
30.	Durga Laxman Salave	B.Sc.	IDC	2.70 L.
31.	Snehal Pralhad Chavan	B.Sc.	CMS	2.70 L.
32.	Akshay khabale	B.Sc.	Acute informatic	2.49 L.
33.	Dhanashri Anil patil	B.Sc.	Quess	1.76 L.
34.	Sangram Bhagwan patil	B.Sc.	CMS	2.80 L.
35.	Snehal patil	B.Sc.	CMS	1.95 L.
36.	Rutuja Vijay Shinde	B.Sc.	CMS	1.95 L.
37.	Geetanjali salunkhe	B.Sc.	SVN	2.26 L.
38.	Dhanashri Anil patil	B.Sc.	QUESS	1.72 L.
39.	Akariksha Dhondiram More	B.Sc.	IDC	1.86 L.
40.	Akshay khabale	B.Sc.	Acute	2.49 L.
41.	Akshay Gulkwad	B.Sc.	IDC	2.31 L.
42.	Durga laxman salave	B.Sc.	IDC	2.31 L.
43.	Snehal Pralhad Chavan	B.Sc.	CMS	2.70 L.
44.	Dhanashari patil	B.Sc.	QUESS	1.76 L.
45.	Ronak Tambe	B.Sc.	QUESS	2.20 L.
46.	Sajid Mujtwar	B.Sc.	Saama	2.20 L.
47.	Pravin patil	B.Sc.	Kimfolk	4.52 L.
48.	Arati Ashok Chavan	B.Sc.	CMS	1.64 L.
49.	Tejas Dipak Gulkwad	B.Sc.	IDC	1.64 L.
50.	Priyanka Chavan	B.Sc.	CMS	2.50 L.
51.	Panam Uddhav Karad	B.Sc.	CMS	2.70 L.
52.	Tushar Baburao Babur	B.Sc.	Mindcraft	2.70 L.
53.	Shreaddha Dipak Ghadge	B.Sc.	CMS	2.70 L.
54.	Snehal patil	B.Sc.	CMS	1.64 L.
55.	Rutuja shinde	B.Sc.	CMS	2.30 L.
56.	Geetanjali salunkhe	B.Sc.	Svn	2.00 L.
57.	Mohin Majamuddin Mulla	B.Sc.	Impact	3.12 L.
58.	Anil Pawar	B.Sc.	Government of India	2.60 L.



59.	Priyanka Jadhav	B.Sc.	Ministry of home affairs	1.80 L
60.	Nikhil Balaso Pawar	B.Sc.	Impact	NA
61.	Prajakta Pawar	B.Sc.	Infiniminds	NA
62.	Ashwini Maruti Thorat	B.Sc.	Outwork	2.40 L
63.	Adnan Siraj Mulla	B.Sc.	QUESS	2.12 L
64.	Avinash kadam	B.Sc.	Acute	1.71 L
65.	Tegat Gaikwad	B.Sc.	Protechmanize	2.84 L
66.	Sayali sunil salunkhe	B.Sc.	Impact	3.60 L
67.	Ajinkya Bhimrao Thorat	B.Sc.	CMS	NA
68.	Pooja Ekawade	B.Sc.	QUESS	1.80 L
69.	Prajakta Disale	B.Sc.	QUESS	1.80 L
70.	Priyanka Sunil Pawar	B.Sc.	Progressive	1.56 L
71.	Swapnali Dilip pail	B.Sc.	Progressive	1.56 L
72.	Mulani Dinaj Dastgir	B.Sc.	Progressive	1.56 L
73.	Vikram Kamble	B.Sc.	Pinetics Pvt. Ltd.	NA
74.	Murz Ravikumar	B.Sc.	Verish	1.86 L
75.	Suryawanshi Jayesh	B.Sc.	Softyoungers Pvt. Ltd.	2.20 L
76.	Remsho Snehal	B.Sc.	Amhala Pvt. Ltd.	1.80 L
77.	Jadhav Ankita	B.Sc.	Arav Global Products	NA
78.	Patil Chitra	B.Sc.	Nature and Care	1.20 L
79.	Gaikwad Lata	B.Sc.	Icondex	1.20 L
80.	Rushikesh	B.Sc.	Unlearn Innovations	NA
81.	Vishwakarma Reshma	B.Sc.	Genus Bridging India	NA
82.	Topale Datta	B.Sc.	Softscript system	NA
83.	Ghadage Shivani	B.Sc.	Saraswati Education Society	1.92 L
84.	Ghare Pramod	B.Sc.	Hikal	NA
85.	Mane Swati	B.Sc.	EXL	NA
86.	Kadam Smit	B.Sc.	EZO Books	1.92 L
87.	Gharge Indrajit	B.Sc.	Clovers Infotech	4.59 L
88.	Shinde Aishwarya	B.Sc.	Outwork	NA
89.	Jadhav Shilpa	B.Sc.	Anasahrb Dange College	2.40 L
90.	Sonawale Digambar	B.Sc.	BAIF Development	NA
91.	Patil Pratiksha Atmarom	M.Sc.	Macleods Pharmaceuticals Ltd. Atlanta Archade, Church Road, Andheri East, Mumbai. 91 22 6676 2800	1.21
92.	Jadhav Somnath B.	M.Sc.	Medstry Biotech Pvt Ltd, Thane. +91 9121072691	1.70 L
93.	Patil Ratnraj Hamhirao	M.Sc.	Pramsi Pharma Ltd, Mumbai. +91 22 3802 3000	1.80 L
94.	Patil Mahesh Sunil	M.Sc.	EbizCash Global Services Pvt Ltd, Bangalore. +91 022 68381110	1.70 L



95.	Patil Pooja Tanaji	M.Sc.	Kulkarni Laboratory & Quality Management Services, Dhayari, Pune. 9850982510	1.2 L
96.	Jadhav Shiralka Anant	M.Sc.	Chem Tech Laboratories Pvt Ltd, Paveati Industrial Estate, Pune. +91 020 24228020	1.44 L
97.	More Komal Pratik	M.Sc.	Vignam Analytical Technologies LLP, Baner, Pune.	1.80 L
98.	Sakanke Ramya	M.Sc.	Inventia Health Care Ltd, Thane.	1.44 L
99.	Kadam Sugriya Sahasrao	B.Sc.	Infosys BPM Ltd, Bangalore.	2.2 L
100.	Kadam Vandhana Hemant	B.Sc.	Indian Oil Corporation Ltd, Mumbai	1.38 L
101.	Amur Sahil Gauri	B.Sc.	Impact Infotech Pvt Ltd, Pune	1.9 L
102.	Tomake Sani Dhunaji	B.Sc.	Ayurvet Limited, Gurinbad. 0120 7100201	3.8 L
103.	Thorat Anurata Shankar	B.Sc.	Beja Soft Ltd, Hinjewadi, Pune	3.83 L
104.	Karkar Sanjina Rajesh	B.Sc.	Quest Corp Limited, Bangalore	3.5 L
105.	Ingle Darshan Dadasaheb	M.Sc.	Serum Institute of India Pvt Ltd, Pune	2.8 L
106.	Mulla Muskan	B.Sc.	Infinite Learning Institute. 0449153607	3.6 L
107.	Takale Ajit	M.Sc.	Lupin Biotech, Ghotawade, Pune	2.4 L
108.	Gotal Jayesh	M.Sc.	Lupin Biotech, Ghotawade, Pune	2.4 L
109.	Bhise Sagarum	M.Sc.	Lupin Biotech, Ghotawade, Pune	2.4 L
110.	Shete Avdhut	M.Sc.	Marsons Pharma Ltd, Verna, Goa	2.5 L
111.	Shinde Shubham	M.Sc.	Alloy Polymer India Pvt Ltd, Banjarghat, Pune	2.2 L
112.	Kumbhar Prasad	M.Sc.	Vinita Organics Limited, Lote Panamburam MIDC, Chiplun.	NA
113.	Kharvale Akash	M.Sc.	Eljay Chemicals Pvt Ltd, Lote Panamburam MIDC, Chiplun.	2.1 L
114.	Nikam Akshay	M.Sc.	Miosis Chemicals Pvt Ltd, Tawade MIDC, Karad.	1.8 L
115.	Patil Mahak	M.Sc.	Smitaran Public School, Ondishi, Karad.	1.8 L
116.	Desai Pratibha	M.Sc.	Self Trader- Foreign Exchange Market	NA




117	Chopdar Supriya	M.Sc.	Sandur Pvt Ltd, Navi Mumbai	2.0 L.
118	More Komal	M.Sc.	Emerson Climate Technologies India Pvt Ltd, atit, Satara.	1.8 L.
119	Mobile Tejashree	M.Sc.	KBP College, Jalapur, Sangli.	1.5 L.
120	Rakshi Nikita	M.Sc.	Ammunition Factory Khandki, Pune.	2.2 L.
121	Shewale Sujata	M.Sc.	Ammunition Factory Khandki, Pune.	2.2 L.
122	Kachare Parul Krunal Pralhad	B.Sc.	RBI, Bank Ltd, Ghodbandar, Mumbai.	2.52 L.
123	Abhay Bajirao Patil	M.Sc.	Serum Institute of India Pvt. Ltd, Pune	NA
124	Arundhati Avinash Kambhe	M.Sc.	Rajawshi Chhatrapati Shahu College, Kolhapur	NA
125	Ayesha Mona Mulani	M.Sc.	FHHL Pvt. Ltd. Hadapsar	NA
126	Bharati Vasant Jadhav	M.Sc.	Gadre Marine Exports Pvt Ltd, Ratnagiri.	NA
127	Darshan Dadasaheb Ingale	M.Sc.	Serum Institute of India Pvt. Ltd, Pune	NA
128	Fiza Alish Nalkwadi	M.Sc.	Clover Placements, Pune	NA
129	Omkar Shashikant Chougale	M.Sc.	Marksam Pharma Ltd.	NA
130	Prasad Vishwanath Belekar	M.Sc.	Emcore Pharmaceuticals Ltd. Kurkumbh, Pune	NA
131	Prashant Navnath Budhawale	M.Sc.	Lupin Limited (Lupin Research Park), Pune	NA
132	Radhika Rahul Kavde	M.Sc.	SIBIC Institute Of Technology, Kolhapur.	NA
133	Rajmandini Rangirao Patil	M.Sc.	Gov. Rajaram Mahavidyalaya Kolhapur.	NA
134	Rameshwar Balaji Munde	M.Sc.	Serum Institute of India Pvt. Ltd, Pune	NA
135	Rohit Namdev Pawar	M.Sc.	Acharya Chemicals, Thane	NA
136	Rushikesh Anil Nangare	M.Sc.	Serum Institute of India Pvt. Ltd, Pune	NA
137	Rutik Gotpagar	M.Sc.	Serum Institute of India Pvt. Ltd, Pune	NA
138	Samadhan Anil Kharat	M.Sc.	Mehta API Pvt; Ltd	NA
139	Savita Babas Bhise.	M.Sc.	Sankalp Healthcare and Allied Products Tassevade	NA
140	Shweta Narendra Hake	M.Sc.	Gadre Marine Export Pvt. Ltd Ratnagiri	NA
141	Swagnali Nivrutti Wategaonkar	M.Sc.	Syfler Pharmaceutical, Bhorari	NA



142	Tejaswini Subhash Shinde	M.Sc.	Quality Control Microbiologist, Mumbai	NA
143	Tushar Umesh Sangalage	M.Sc.	Serum Institute of India Pvt. Ltd, Pune	NA
144	Chavva Mahesh Harman	B.Sc.	R. I. Fine Chem Pvt Ltd, Bangalore	2.5 L
145	Deedmukh Komal Vishwanath	B.Sc.	Working in Medical Store	NA
146	Dheb Rupali Natharum	B.Sc.	Working in Private Classes, Kadgaon	NA
147	Alekar Harish Dilip	B.Sc.	Owner of Goods Store, Masur	NA
148	Desai Shivani Dilipkumar	B.Sc.	Owner of Cake Shop, Palas.	NA
149	Babar Raj Sanjay	B.Sc.	Owner of Steel Traders, Karad	NA
150	Deedmukh Madhuri Mahadev	B.Sc.	Working as Receptionist in Hotel, Karad	NA
151	Adake Rohit Suresh	B.Sc.	Working as MR	NA
152	Ghadage Omkar Maruti	B.Sc.	Working in Agricultural Field-Farmer	NA
153	Babar Ajit Vijay	B.Sc.	Working as Field Surveyor	NA
154	Babulekar Peemil Shankar	B.Sc.	Working in Agricultural Field-Farmer	NA
155	Chavan Sayli Manik	B.Sc.	Working in Private Classes, Karad	NA
156	Adsal Shrikant Ramesh	B.Sc.	Working in Agricultural Field-Farmer	NA




Principal
 Yashwantrao Chavan College
 of Science, Karad

APPOINTMENT LETTER

Date: 16/07/2022

To
Mr. Rushikesh Pawar,
Pune

Dear Rushikesh Pawar,

In furtherance of the representations made by you during your interview and subject to fulfillment of terms and conditions mentioned hereunder, we are pleased to offer you an appointment as a "Laptop Support Engineer," in our organization at Pune Location, at MIT Division in FMS Department with effect from 18th July 2022 as follows.

You and the Company i.e Impact Infotech Pvt Ltd are sometimes collectively referred to as "Parties" and individually as "Party".

The terms and conditions applicable to this appointment are recorded below for your consideration and acceptance.

1) Roles and Responsibilities

- a) You shall perform all responsibilities and duties, including without limitation on-site activities at customer site and other services more specifically mentioned in the SOW. These may change from time to time depending upon the business requirements of the Company.
- b) You will provide services in accordance with this Letter and Statement of Work (SOW), with professional standards of diligence, care and attention.
- c) You will provide services and complete the tasks assigned to you to the best of your ability. You will be responsible for achieving results both in terms of quality and quantity and as required by the Company's external as well as internal customers/clients. You will devote your full business time to the work of the Company and shall perform the duties assigned to you faithfully and efficiently. You shall endeavor to the best of your abilities to achieve the goals and adhere to the parameters/standards set by the Company.
- d) You will prepare a time sheet for the services provided during the month and submit the same to the Company whenever demanded by the Company.
- e) The working hours applicable to you will be the same as are observed depending upon your place of posting and amended from time to time. Further, you should be prepared to work on any shift(s), as may be warranted by the Company or its client / customer's work requirement.
- f) You may be required to work additional hours, on weekly off or any holidays as may from time to time be reasonable and necessary for the efficient performance of your assignment.
- g) You are expected to act in responsible and professional manner when you use the internet / email and other company / client / customer's facilities or assets or usage of computers of company / client / customer(s).
- h) You have to plan your leaves in advance and take approval from reporting officer before going on




Principal
Yashwantrao Chavan College
of Science, Mumbai

ANNEXURE A

Fees	14790
ITTS @ 2%	296
Insurance	500
Fees After Deduction	14000

Declaration

I have read and understood the contents of the Appointment Letter and agree to abide by the same.

Name : Rushikesh Pawar

Signature: _____

Place : _____

Date : _____



IM/WIP/OL002210/2223

18 July 2022

Ms. Amruta Shankar Thorat
D/O Shankar Sanbhaji
Thorat, Kalvade, Kalawade, Satara, Maharashtra -
415539

Dear Ms. Amruta Shankar Thorat

CONGRATULATIONS!

We thank you for your keen interest in our Organisation.

Consequent to the interactions you had with us for suitable career opportunities at INFINIMINDS PRIVATE LIMITED (hereinafter known as INFINIMINDS), we have assessed your candidature and we find it meeting requirements. Accordingly, we are pleased to offer you a **Career** role with INFINIMINDS as under & according to terms and conditions in brief herein. The detailed Terms and conditions and other information shall be a part of the letter of appointment which will be issued to you on the date of your reporting for duty.

1. If you accept our offer and join us, you will be designated as Desktop Support Engineer L1. Your employment will be on a **FIXED TERM BASIS** and subject to the standard terms and conditions of employment of INFINIMINDS and will be governed by the Core Values, policies, guidelines and rules of INFINIMINDS.
2. This offer of employment with INFINIMINDS is subject to successful completion of background verification checks, employment reference checks and confirmation of your medical and physical fitness for employment by a qualified registered medical practitioner, appointed by the Company.
3. Your Annual Cost to Company (CTC) for the position will be: **Rs 2,09,529.00/-**. Please refer details of Cost to Company including break up of components in Annexure 1.
4. Your date of appointment is effective from the date of your reporting for duty which shall not be later than **21 July 2022** until which date this offer shall stand valid and thereafter ceases.
5. The term of engagement on **FIXED TERM BASIS** is valid for **Twelve months** from the date of appointment. This term may be renewed solely at the discretion of the Client / INFINIMINDS. However, in the absence of any renewals, this engagement will automatically cease to exist beyond the last date of the fixed term engagement as outlined above.
6. The aforesaid position is a client-facing role and your services shall bear engagement with our Client **WIPRO LIMITED**, at their Kalgaonkar work location.
7. Please note that you will be required to agree upon and sign and be duty bound by the Employee Non-disclosure, Non-solicitation and Non-compete Agreements, should you decide to join the employment of the Company.

For INFINIMINDS PRIVATE LIMITED

Authorised Signatory



We hope you will find this offer acceptable to you. We're confident that you will contribute to the Vision, Values and Growth of the Company and we eagerly await to welcome you to join the INFINIMINDS (INFINIAN) FAMILY.

**ANNEXURE 1
COMPENSATION DETAILS (INR) OF OFFER**

18 July 2022

NAME	Arvuts Shaukat Tharwat	DESIGNATION	Desktop Support Engineer L1
CLIENT DEPUTATION	WIPRO LIMITED	LOCATION	Kanjurmarg

SALARY ANNEXURE

Fixed Salary - A		Variable	Monthly	Yearly
Basic	Fixed		13425.00	161100.00
HRA	Fixed		671.00	8052.00
Stability Bonus	Fixed		1118.00	13416.00
Total Fixed Salary - A			15214.00	182568.00
Provident Fund	Variable		1745.00	20940.00
ESIC	Variable		494.00	5928.00
Total Other Benefit - B			2239.00	26868.00
Total Compensation - C			17453.00	209436.00
LWF			6.00	72.00
Total Addition - D (A+B+C)			6.00	72.00
Total Gross Salary (A+B+C+D)			17459.00	209508.00
Total Gross Salary (A+B+C+D) * 12			209508.00	209508.00

All Comp & Benefit shown in this offer are subject to the company's policies and procedures. The company reserves the right to change the offer at any time without notice.

*The stated CTC shall be employees' monthly gross pay. The company shall not be responsible for the PF contribution of the employee. It is the responsibility of the employee to make the PF contribution for himself and Employee will make the same out of his own pocket. The company shall not be liable for the PF contribution of the employee.

FOR INFINIMINDS PUNE PRIVATE LIMITED

Signature
Name of the Representative



APPOINTMENT LETTER

Date: 28/07/2022

To

Mr. Gaurav Ramesh Dubal,
Pune

Dear Gaurav Ramesh Dubal,

In furtherance of the representations made by you during your interview and subject to fulfillment of terms and conditions mentioned hereunder, we are pleased to offer you an appointment as a "Laptop Support Engineer" in our organization at Pune Location, at MIT Division in FMS Department with effect from 29th July 2022 on the terms and conditions as stated hereunder.

You and the Company i.e. Impact Infotech Pvt Ltd are sometimes collectively referred to as "Parties" and individually as "Party".

The terms and conditions applicable to this appointment are recorded below for your consideration and acceptance.

1) Roles and Responsibilities

- a) You shall perform all responsibilities and duties, including without limitation on-site activities at customer site and other services more specifically mentioned in the SOW. These may change from time to time depending upon the business requirements of the Company.
- b) You will provide services in accordance with this Letter and Statement of Work (SOW), with professional standards of diligence, care and attention.
- c) You will provide services and complete the tasks assigned to you to the best of your ability. You will be responsible for achieving results both in terms of quality and quantity and as required by the Company's external as well as internal customers/clients. You will devote your full business time to the work of the Company and shall perform the duties assigned to you faithfully and efficiently. You shall endeavor to the best of your abilities to achieve the goals and adhere to the parameters/standards set by the Company.
- d) You will prepare a time sheet for the services provided during the month and submit the same to the Company whenever demanded by the Company.
- e) The working hours applicable to you will be the same as are observed depending upon your place of posting and amended from time to time. Further, you should be prepared to work on any shift(s), as may be warranted by the Company or its client / customer's work requirement.
- f) You may be required to work additional hours, on weekly off or any holidays as may from time to time be reasonable and necessary for the efficient performance of your assignment.
- g) You are expected to act in responsible and professional manner when you use the internet / email and other company / client / customer's facilities or assets or usage of computers of (client / customer's).
- h) You have to plan your leaves in advance and take approval from reporting officer before going out.



Annexure A

Fees	15817
TDS @ 2%	317
Insurance	500
Fees After Deduction	15000

Declaration

I have read and understood the contents of the Appointment Letter and agree to abide by the same.

Name : Gaurav Ramesh Dubial

Signature: _____

Place : _____

Date : _____



OFFER LETTER

Date: 29/01/2022

To,
Mr. Shahanish Naor Patel,

MUMBAI,

Dear Shahanish Naor Patel,

This refers to your application and the subsequent discussion and interview you had with us, we are pleased to offer you an appointment as **Desktop Support L2** in the permanent position in our organization at **MUMBAI** Location, at **MIT** Division in **FMS** Department with effect from the date of your reporting for duties on the terms and conditions as stated below. The terms and conditions applicable on this appointment are recorded below for your consideration and acceptance, if these are acceptable to you in their entirety, you are requested to take up your assignment at the earliest but not later than **30/07/2022** failing which this offer shall withdraw automatically without any further intimation to you.

1. Salary and benefits,

- a) Effective the date of your reporting for your duties, you will be eligible for salary, allowances and other benefits. Details of your compensation and benefit package (cost to company) are as mentioned in the Annexure I of this letter. You are entitled to all other statutory benefits which are applicable to your salary structure are detailed in Annexure I.
- b) You will be covered under Group Life Insurance and Group Accident Insurance as detailed in Annexure I.
- c) For purpose of contribution to Provident Fund, Gratuity, encashment of leave, etc., computations will be on the basis of basic pay.
- d) Salary cycle for your division will be from 1st To 30th/31st of every month. Your salary will be payable by 10th of next month on working day.
- e) If you fall in the income tax bracket then you need to submit tax deduction form, which is available by your joining at, within 30 days of reporting. Your tax deduction will be based on the declaration and proofs which you may be required to submit at accounts department before 31st December.
- f) Please note that the salary structure of the company will be altered / modified at any time without prior notice and your package of remuneration may accordingly be altered / modified from time to time. Further salary, allowances and all other payments / benefits will be governed by the company rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes.
- g) During the tenure of the service, you will keep your engagements away from other members of the organization, client or customers and will treat all information coming to you as strictly confidential and the information (containing all documents and reports and other relating to company) will not be divulged by you to any person other than those of management.
- h) Your performance in current assignment will be reviewed once in a year by the management. Your increments / promotion will depend at the sole discretion of the management depending upon your efficiency, performance, skill enhancement, regular attendance, time discipline, sense of discipline, loyalty and good behavior and also subject to the prosperity of the company. You will not claim your annual increments as matter of right. Salary

IMPACT Infotech Pvt. Ltd.

Regd. Office: 9, Naligandhi Apartments, 17, Nirmalshree Co. Op. Hsg. Society, Senapati Bapat Road, Pune-411 016.
Tel: 020-2567 6037 / 4837



Annexure - I

Salary Structure	Monthly	Yearly
Basic	11632.00	139584.00
DA	1784.00	
Total Basic	13426.00	
HRA	5320.00	
Bonus	1118.00	
Special Allowance	4136.00	
A	Gross Salary	24044.00
	Employee Deduction	
	PF	800.00
	EDLC	0.00
	Insurance	500.00
	LWF	2.00
	PT	200.00
B	Total	2502.00
C	Take Home	21542.00
	Employer Contribution	
	PF	500.00
	EDLC	0.00
	LWF	2.00
D	Total	1554.00
	NET PAY	20000.00

Note :-

- Your TOTAL salary emoluments would be approx. Rs. 24044.00/- Gross per month.
- Taxes such as income tax, P.F., EDLC, Insurance & Accident Policy will not be deducted as per Government rules and guidelines.

A hearty welcome to Impact Infotech Pvt. Ltd.

For Impact Infotech Pvt. Ltd.


 Nilesh Haldar
 HR Manager
 Recruiter : Priyanka Singh

Accepted By


 Shakeruzz Majid / Puh



IMPACT Infotech Pvt. Ltd.

Regd. Office : 9, Haligandha Apartments, 17, Newrajasthan Co. Op. Hsg. Society, Sampul, Export Road, Pune 411 016.
 Tel. : 020-2567 6837 / 6837



Empowering Technology Services
AN ISO 9001:2015 & ISO 27001:2017 CERTIFIED

IDC Technologies Solutions (I) Pvt. Ltd.
G-13, Sector-67, Noida, U.P. 201301
Tel: +91-120-4200000

Dated: 01-Jul-22
Ref. No IDC/OBHR/2022/00745

Mr./Ms. Sakshi Rajendra Markal,
Ganapati Mandir, Jwal An Park Shikrawade VTC, Shikrawade PO Shikrawade Sub District Karad District Satara
Maharashtra - 415115

Letter of Intent

Dear Sakshi Rajendra Markal,

We are pleased to offer you a position with IDC Technologies Sol (I) Pvt. Ltd. as a **Asset Vendor**. You may be deputed to Client Site as a representative of the company in order to fulfil the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before **03-Jul-22** at **Mumbai**. Your gross annual compensation, inclusive of all applicable taxes shall be **INR 225000/- (Details Attached in Annexure - "A")**. In case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of intent.

Please submit following documents (self-attested) well before the time of joining:

- Complete Application Form (copy enclosed).
- Form-11 (for Provident Fund), Form-2 (nomination & declaration), Form-3 (EPIC) and Form F (for Gratuity) (all forms attached with e-mail)
- Copy of PAN card.
- Copy of Passport.
- Copy of Aadhar Card.
- Address Proof (PC/Electronic Bill/Telephone Bill/Insurance Card etc.)
- Copy of the signed Non-disclosure agreement.
- Copy of relieving/Experience letters/Resignation Acceptance from HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the current & previous employers.
- Last 3 months salary slips in (original).
- Tax Certificate/Form 16 of previous employers for the current financial year.
- Six passport size photographs (Color).

On receiving the above-mentioned documents, the appointment letter and terms & conditions of employment would be issued to you. We assure that all the information furnished by you during the recruitment process is correct. IDC Technologies would initiate any background and employment check directly or through third party agency to validate the information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

Employee has agreed to adhere with the terms and conditions of the employment agreement/ appointment letter which shall be subsequent issued by the company/employer (IDC).

If you wish to leave the services of the Company, a 30 days written notice of (Sixty 06) days has to be given to the Company/Client. In case of failure to give such written notice within the prescribed time, you are bound to comply with the law notified by the Company and any other charges/liabilities Company/Client may incur as a result of failure to give notified written notice.

Please sign the duplicate copy of this letter and submit it with acceptance and return the same to us.

Looking you,

Your Sincerely

For IDC Technologies Solutions (I) Pvt. Ltd.



Signature of Employee
Sakshi Rajendra Markal



"ANNEXURE-A"

Compensation Details w.e.f 01-07-2022

Name :-		Sakshi Rajendra Marak	
Designation :-		Asset Vendor	
Location :-		Mumbai (Maharashtra)	
Salary Component		Per Month	Per Annum
A	Basic & DA	1725	15112
	Bonus	1318	13418
	House Rent Allowance	2055	24660
	ETA	0	0
	Medical Allowance	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GROSS SALARY (Salary of 7.24) (A)		16009	199158
B	Employer Contribution - Provident Fund	1745	20940
	Employer Contribution - EE	0	6480
	Gratuity	0	0
	Insurance	0	0
TOTAL (B)		1745	27420
C	Less Deduction		
	Employee - Provident Fund	1811	19232
	Employee - EE	0	1500
	PT	200	2400
	LWF	0	0
Net Take Home Salary (A) - (C)		14863	175956
TOTAL (B) + (C)		1745	22065

Note - 1) All taxes (PF, Income Tax and LWF etc.) will be applicable as per government orders. 2) As per Government orders, if there is any changes happen in statutory limit (like EPF/ESIC etc.) then both components (employer and employee PART) will be become part of previous CTC, from effective date of the new limit. Salary there will be same as previous CTC. 3) There will be no change in the CTC, if there is any change in the statutory limit, which is mentioned in the above table. 4) All applicable taxes will be deducted from the net take home salary.



APPOINTMENT LETTER

Date: 08-Jul-22

To:

Komal Satish Malawade
A/P Targan, Tal-Koregaon,
Dist-Sutara

Dear Komal Satish Malawade,

In furtherance of the representations made by you during your interview and subject to fulfillment of terms and conditions mentioned hereunder, we are pleased to offer you an appointment as a **"Desktop Support Engineer"** in our organization at **Prime Location**, at **MIT Division** in **FMS** Department with effect from 14-Jul-22 on the terms and conditions as stated hereunder.

You and the Company i.e Impact Infotech Pvt. Ltd are sometimes collectively referred to as "Parties" and individually as "Party".

The terms and conditions applicable to this appointment are provided below for your consideration and acceptance.

1) Roles and Responsibilities

- a) You shall perform all responsibilities and duties, including without limitation on-site activities at customer site and other services more specifically mentioned in the SOW. These may change from time to time depending upon the business requirements of the Company.
- b) You will provide services in accordance with this Letter and Statement of Work (SOW), with professional standards of diligence, care and attention.
- c) You will provide services and complete the tasks assigned to you to the best of your ability. You will be responsible for achieving results both in terms of quality and quantity and as required by the Company's external as well as internal customers/clients. You will devote your full business time to the work of the Company and shall perform the duties assigned to you faithfully and efficiently. You shall endeavor to the best of your abilities to achieve the goals and adhere to the performance/standards set by the Company.
- d) You will prepare a time sheet for the services provided during the month and submit the same to the Company whenever demanded by the Company.
- e) The working hours applicable to you will be the same as are observed depending upon your place of posting and amended from time to time. Further, you should be prepared to work on any shifts as may be warranted by the Company or its client / customer's work requirement.
- f) You may be required to work additional hours, on weekly off or any holidays as may from time to time be reasonable and necessary for the efficient performance of your assignment.
- g) You are expected to act in responsible and professional manner when you use the internet, email and other company / client / customer's facilities or assets or usage of computers of company / client / customer(s).
- h) You have to plan your leaves in advance and take approval from reporting officer before going on leave.



Annexure A

Salary	Monthly	Yearly
Basic	17735	
HRA	6532	
Bonus	1151	
Gross Salary	19008	230776
Take Home	19000	230000
Employee Deduction		
TDS	718	
Insurance	500	
Total	20986	257776

Declaration

I have read and understood the contents of the Appointment Letter and agree to abide by the same.

Name : Komal Satish Nalwade

Signature : _____

Place : _____

Date : _____



Date: 03-Jul-22
Ref. No: IDC/OBHR/2022/W0794

Mr./Ms. Shweta Mahadev Thorat,
Halewadi to Karol Bahadwadi Sraada, Karol, Satara,
Maharashtra Pin Code : - 415111

Letter of Intent

Dear Shweta Mahadev Thorat,

We are pleased to offer you a position with IDC Technologies Sol (I) Pvt. Ltd. as a **Asset Vendor**. You may be deployed to Client Site as a representative of the company in order to fulfil the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before **03-Jul-22** at **Mumbai**. Your gross annual compensation, inclusive of all applicable taxes shall be **INR 226608/-** (Details Attached in Annexure -"A"). In case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of intent.

Please submit following documents (self-attested) well before the time of joining:

- Complete Application form (copy enclosed).
- Form-11 (for Provident Fund), Form-2 (nomination & declaration), Form-1 (PF) and Form-7 (for Gratuity) (all forms attached with e-mail)
- Copy of PAN card.
- Copy of Passport.
- Copy of Aadhar Card.
- Address Proof (DL/Electricity Bill/Telephone Bill/Election Card etc.)
- Copy of the signed Non-disclosure agreement.
- Copy of relieving/Experience letter/Resignation Acceptance from HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the current & previous employers.
- Last 3 months salary slips in (original)
- Tax Certificate/Form 16 of previous employers for the current financial year.
- Six passport size photographs (Color).

On receiving the above mentioned documents, the Appointment Letter (with terms & conditions of employment) would be issued to you. We assure that all the information furnished by you during the recruitment process is correct. IDC Technologies would initiate any background and employment check directly or through third party against validation the information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the employment letter.

Employer has agreed to adhere with the terms and conditions of the employment agreement/ appointment letter which shall be subsequently issued by the company/employer (IDC).

If you wish to leave the services of the Company, a clear written notice of (Sixty 90) days has to be given to the Company/Client. In case of failure to give such written notice within the prescribed time, you are bound to make (and the loss suffered by the Company and any other charges/ liabilities Company/Client incurs consequent to the failure to give required written notice).

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

Thanking you,

Yours Sincerely

For IDC Technologies Solutions (I) Pvt. Ltd.



Signature of Employee
Shweta Mahadev Thorat

"ANNEXURE-A"

Compensation Details w.e.f. 01-07-2022

Name :-		Shweta Mahadev Thorat	
Designation :-		Asset Vendor	
Location :-		Mumbai (Maharashtra)	
Salary Component		Amount in (INR)	Amount in (INR)
		Per Month	Per Annum
A.	Basic & DA	13420	161172
	Bonus	1118	13416
	House Rent Allowance	2055	24660
	LTA	0	0
	Medical Reimbursement	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GROSS SALARY (Salary of Tax) (A)		16593	199188
B.	Employers Contribution - Provident Fund	1745	20940
	Employers Contribution - ESIC	530	6360
	Gratuity	0	0
	Insurance	0	0
TOTAL (B)		2275	27300
C.	Less Deduction		
	Employee - Provident Fund	1011	12132
	Employee - ESIC	158	1896
	PF	299	3588
	LWF	0	0
TOTAL (C)		1468	17616
Net Take Home Salary (A) - (C)		14663	175968
FIXED CTC (A) + (B)		18868	226508
<p>Note: - 1) All taxes (PF, Income Tax and LWF etc.) will be applicable as per government norms. 2) As per Government Norms if there is any changes happen in statutory limit (like EPF/ESIC etc.) then both components (employer and employee PART) will be become part of previous CTC, from effective date. In the next month salary there will be adjustment as per Government Policy (Policy based) which is mandating as per legal requirement. It is applicable only for those who are on fixed salary (LWF).</p>			
Shweta Mahadev Thorat			
E: 9891111			





Engineering, Technology Services
 Floor 27/28/29/30/31 CENTRAL DC

IDC Technologies Solutions (I) Pvt. Ltd.
 C-18, Sector-07, Noida, U.P. 201301
 Tel: +91-120-6300000

Dated: 10-Jun-22
 Ref. No IDC/OSHR/2022/W0725

Mr./Ms. Rutuja Vijay Hatte,
 Sukraste,
 Shiravade,
 Satara,
 Maharashtra - 415115

Letter of Intent

Dear Rutuja Vijay Hatte,

We are pleased to offer you a position with IDC Technologies Sol (I) Pvt. Ltd. as a Asset Vendor. You may be deputied to Client site as a representative of the company in order to fulfil the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before 10-Jun-22 at Mumbai. Your gross annual compensation, inclusive of all applicable taxes shall be INR 236600/- (Details Attached in Annexure -"A"). In case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of intent.

Please submit following documents (self-attested) well before the time of joining:

- Complete Application form (copy enclosed)
- Form-11 (for Provident Fund), Form-2 (non-union & debarment), Form-4 (ESI) and Form-F (for Gratuity) (all forms attached with e-mail)
- Copy of PAN card
- Copy of Passport
- Copy of Aadhar Card
- Address Proof (DL/Electricity Bill/Telephone Bill/Election Card etc.)
- Copy of the signed non-disclosure agreement
- Copy of relieving/Experience letters/Resignation Acceptance From HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the current & previous employers.
- Last 3 months salary slip in (original)
- Tax Certificate/Form 16 of previous employers for the current financial year.
- Six passport size photographs (Color)

On receiving the above-mentioned documents, the Appointment Letter and terms & conditions of employment would be issued to you. We assure that all the information furnished by you during the recruitment process is correct. IDC Technologies would initiate any background and employment check directly or through third party against validation the information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

Employee has agreed to adhere with the terms and conditions of the employment agreement/ appointment letter which shall be subsequently issued by the company/employee (IDC).

If you wish to leave the services of the Company, a clear written notice of (Sixty 60) days has to be given to the Company/client. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/indebted Company/Client month consequent to the failure to give required written notice.

Please sign the duplicate copy of this letter as a token of your acceptance and return for same to us.

Thanking you,

Yours sincerely,

For IDC Technologies Solutions (I) Pvt. Ltd.



Signature of Employee
 Rutuja Vijay Hatte



"ANNEXURE-A"

Compensation Details w.e.f 10-06-2022

Name :-		Rutuja Vijay Hattre	
Designation :-		Asset Vendor	
Location :-		Mumbai (Maharashtra)	
Salary Component		Amount in (Rs)	Amount in (INR)
		Per Month	Per Annum
A.	Basic & DA	13428	161112
	Bonus	1119	13428
	House Rent Allowance	2054	24648
	LTA	0	0
	Medical Reimbursement	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GROSS SALARY (Salary of Tax) (A)		16599	199188
B.	Employers Contribution - Provident Fund	1745	20940
	Employers Contribution - ESIC	500	6000
	Gratuity	0	0
	Insurance	0	0
TOTAL (B)		2245	27540
C.	Less Deduction		
	Employee - Provident Fund	1611	19332
	Employee - ESIC	500	6000
	PF	200	2400
	LWF	0	0
TOTAL (C)		2311	27732
Net Take Home Salary (A) - (C)		14288	171456
FIXED CTC (A) + (B)		17844	221628

Note: - 1) All taxes (PF, Income Tax and LWF etc.) will be applicable as per government norms. 2) As per Government Norms if there is any changes happen in statutory limit (like EPF/ESIC etc.) then both components (employer and employee PART) will be become part of previous CTC, from effective date. If in the future any salary there will be changes (under Provident Fund and ESIC) then the employee will be liable to pay the difference which is mandatory as per legal and statutory provisions applicable as per government norms.

Rutuja Vijay Hattre



25



OFFER LETTER

Date: 04/06/2022

To,
Mr. Gauri Chavan,

MUMBAI,

Charanesh Chavan,

This refers to your application and the subsequent discussion and interview you had with us, we are pleased to offer you an appointment as **Service Desk Engineer** in the permanent position in our organization at **MMB&M** Location, at **MIT** Division in **PMG** Department with effect from the date of your reporting for duties on the terms and conditions as stated below. The terms and conditions applicable to this appointment are recorded below for your consideration and acceptance, if these are acceptable to you in their entirety; you are requested to take up your assignment at the earliest but not later than **08/06/2022** failing which this offer shall withdraw automatically without any further intimation to you.

1. Salary and benefits:

- a) Effective the date of your reporting for your duties, you will be eligible for salary, allowances and other benefits. Details of your compensation and benefit package (cost to company) are as mentioned in the Annexure I of this letter. You are entitled to all other statutory benefits which are applicable to your salary structure are detailed in Annexure I.
- b) You will be covered under Group Life Insurance and Group Accident Insurance as detailed in Annexure I.
- c) For purpose of contribution to Provident Fund, Gratuity, encashment of leave, etc., computations will be on the basis of basic pay.
- d) Salary cycle for your division will be from **1st To 30th/31st** of every month. Your salary will be payable by **10th** of next month on working day.
- e) If you fall in the income tax bracket then you need to submit tax deduction form, which is available in your joining kit within **30** days of reporting. Your tax deduction will be based on the declaration and proofs which you may be required to submit at accounts department before **31st** December.
- f) Please note that the salary structure of the company will be altered / modified at any time without prior notice and your package of remuneration may accordingly be altered / modified from time to time. Further salary, allowances and all other payments / benefits will be governed by the company rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes.
- g) During the tenure of the service, you will keep your engagements separate from other members of this organization, client or customers and will treat all information coming to you as strictly confidential and the information containing all documents and papers and other relating to company will not be divulged by you to any person other than those of management.
- h) Your performance in current assignment will be reviewed once in a year by the management. Your increments / promotions will depend on the sole discretion of the management depending upon your efficiency, performance, skill enhancement, regular attendance, leave discipline, sense of discipline, loyalty and good behavior and also subject to the prosperity of the company. You will not claim your annual increment as matter of right. Salary

IMPACT Infotech Pvt. Ltd.

Regd. Office : 9, Nalagandhi Apartments, T7, Nivrajasthan Co. Op. Hsg. Society, Sempati Bazar Road, Pune 411 014
Tel : 020-2567 6837 / 4837



Annexure - 1

Salary Structure	Monthly	Yearly
Basic	11532.00	138384.00
DA	2106.00	
Total Basic	13738.00	
HRA	5028.00	
Bonus	1144.00	
Special Allowance	0.00	
A	Gross Salary	19911.00
	Employee Deduction	
	PF	1545.00
	ESIC	150.00
	Insurance	300.00
	LWF	2.00
	PT	200.00
B	Total	2301.00
C	Take Home	17610.00
	Employer Contribution	
	PF	1786.00
	ESIC	647.00
	LWF	6.00
D	Total	2439.00
	CT(DR+CI)	2350.00
		25850.00

Note 2:

- Your total salary emoluments would be approx. Rs. 19911.00/- Gross per month.
- Taxes such as Income tax, P.F., ESIC, Insurance & Accident Policy will get deducted as per Government rules and guide lines.

A hearty welcome in Impact Infotech Pvt. Ltd.

For Impact Infotech Pvt. Ltd.

Accepted By

Impact Infotech Pvt. Ltd.
 HR Manager
 Recruiter : VJGaya Kolige

Recruiter Chavan



IMPACT Infotech Pvt. Ltd.

Regd. Office : 9, Nishigandha Apartments, 17, Narmadapuram Co. Op. Hsg. Society, Sempal Bajaj Road, Pune 411 016.
 Tel. : 020-2567 6837 / 4837

OFFER LETTER

Date: 04/08/2022

To,
Mr. Gauri Chavan,

MUMBAI

Dear Gauri Chavan,

This refers to your application and the subsequent discussion and interview you had with us, we are pleased to offer you an appointment as **Service Desk Engineer** in the permanent position in our organization at **MUMBAI** Location, at **MTI** Division in **FMS** Department with effect from the date of your reporting for duties on the terms and conditions as stated below. The terms and conditions applicable to this appointment are recorded below for your consideration and acceptance, if these are acceptable to you in their entirety you are requested to take up your assignment at the earliest but not later than **08/08/2022** failing which this offer shall withdraw automatically without any further intimation to you.

1. Salary and benefits:

- a) Effective the date of your reporting for your duties, you will be eligible for salary, allowances and other benefits. Details of your compensation and benefit package (post to company) are as mentioned in the Annexure I of this letter. You are entitled to all other statutory benefits which are applicable to your salary structure are detailed in Annexure I.
- b) You will be covered under Group Life Insurance and Group Accident Insurance as detailed in Annexure I.
- c) For purpose of contribution to Provident Fund, Gratuity, encashment of leave, etc., computations will be on the basis of basic pay.
- d) Salary cycle for your division will be from 1st to 30th/31st of every month. Your salary will be payable by 10th of next month on working day.
- e) If you fall in the income tax bracket then you need to submit tax deduction form, which is available in your joining kit within 30 days of reporting. Your tax deduction will be based on the declaration and proofs which you may be required to submit at accounts department before 31st December.
- f) Please note that the salary structure of the company will be altered / modified at any time without prior notice and your package of remuneration may accordingly be altered / modified from time to time. Further salary, allowances and all other payments / benefits will be governed by the company rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes.
- g) During the tenure of the service, you will keep your engagements clear from other members of this organization, client or customers and will treat all information coming to you as strictly confidential and the information containing all documents and papers and other relating to company will not be divulged by you to any person other than those of management.
- h) Your performance in current assignment will be reviewed once in a year by the management. Your increments / promotions will depend on the sole discretion of the management depending upon your efficiency, performance, Skill enhancement, regular attendance, leave discipline, sense of discipline, loyalty and good behavior and also subject to the necessity of the company. You will not claim your annual increment as matter of right. Salary

IMPACT Infotech Pvt. Ltd.

Regd. Office : 9, Aahangdar Apartments, 17, Netrojyoti Co. Co. The Society, Senapati Bapat Road, Pune-411 016.
Tel. : 020-2567 6837 / 4837



Annexure - I

	Salary Structure	Monthly	Yearly
	Basic	11832.00	139584.00
	DA	2100.00	
	Total Basic	13932.00	
	HRA	0000.00	
	Bonus	1144.00	
	Special Allowance	0.00	
A	Gross Salary	15076.00	238932.00
	Employee Deduction		
	P.F.	1641.00	
	SIIC	10.00	
	Insurance	200.00	
	WF	2.00	
	ITF	200.00	
B	Total	2013.00	27812.00
C	Take Home	13063.00	211120.00
	Employer Contribution		
	P.F.	200.00	
	SIIC	600.00	
	WF	2.00	
D	Total	2455.00	29268.00
	CTC/CTA	22000.00	268200.00

Note :-

- Your final salary arrangement would be applied. Rs. 19911.00/- Gross per month.
- Taxes such as income tax, P.F., ESI, Insurance & Accident Policy will get deducted as per Government rules and guidelines.

A hearty welcome to Impact Infotech Pvt. Ltd.

For Impact Infotech Pvt. Ltd.



Nitesh Kumar
 HR Manager
 Recruiter - Vijaya College

Accepted by

Gauri Chavan



IMPACT Infotech Pvt. Ltd.

Regd. Office: 9, Nishigandhi Apartments, 17, Newjadhav Co. Op. Ho. Society, Sampal Road, Pune-411 016.
 Tel: (020-2567 6837) / 6837

OFFER LETTER

Date: 24/08/2022

To,
Mr. Tushar Satar,

MUMBAI,

Dear Tushar Satar,

This refers to your application and the subsequent discussion and interview you had with us, we are pleased to offer you an appointment as **LI Clerk / VM Ware Support Engineer** in the permanent position in our organization at **MUMBAI** location, in **MIT** Division in **FMS** Department with effect from the date of your reporting for duties on the terms and conditions as stated below. The terms and conditions applicable to this appointment are recorded below for your consideration and acceptance, if these are acceptable to you in their entirety, you are requested to take up your assignment at the earliest but not later than **26/08/2022** failing which this offer shall self close automatically without any further intimation to you.

1. Salary and benefits:

- Effective the date of your reporting for your duties, you will be eligible for salary, allowances and other benefits. Details of your compensation and benefit package (net to company) are as mentioned in the Annexure I of this letter. You are entitled to all other statutory benefits which are applicable to your salary structure are detailed in Annexure I.
- You will be covered under Group Life Insurance and Group Accident Insurance as detailed in Annexure I.
- For purpose of contribution to Provident Fund, Gratuity, encashment of leave, etc., calculations will be on the basis of basic pay.
- Salary cycle for your division will be from 26th to 25th of every month. Your salary will be payable by 10th of next month on working day.
- If you fall in the income tax bracket then you need to submit tax deduction form, which is available in your joining kit within 30 days of reporting. Your tax deduction will be based on the declaration and proofs which you may be required to submit at accounts department before 31st December.
- Please note that the salary structure of the company will be altered / modified at any time without prior notice and your package of remuneration may accordingly be altered / modified from time to time. Further salary, allowances and all other payments / benefits will be governed by the company rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes.
- During the tenure of the service, you will keep your engagements remote from other members of this organization, client or customers and will treat all information coming to you as strictly confidential and the information containing all documents and papers and other relating to company will not be divulged by you to any person other than those of management.
- Your performance in current assignment will be reviewed once in a year by the management. Your increments / promotion will depend at the sole discretion of the management depending upon your efficiency, performance, skill enhancement, regular attendance, leave discipline, sense of discipline, loyalty and good behavior and also subject to the pressure of the company. You will not claim your annual increment as matter of right. Salary

IMPACT Infotech Pvt. Ltd.Regd. Office : 9, Nishigandhi Apartments, 17, Naraina East Ex. C, The Society, Sarapal Bldg, Sector 15, Gurgaon - 122001, Haryana
Tel : 020-2567 6037 / 4117

Annexure - I

	Salary Structure	Monthly	Yearly
	Basic	13896.00	133272.00
	DA	2180.00	
	Total Basic	12972.00	
	HRA	3145.00	
	Bonus	1080.00	
	Special Allowance	3620.00	
A	Gross Salary	21212.00	201024.00
	Employee Deduction		
	PF	1800.00	
	ESIC	100.00	
	Insurance	210.00	
	LWF	100.00	
	PT	110.00	
B	Total	2032.00	27024.00
C	Take Home	19180.00	184000.00
	Employer Contribution		
	PF	1800.00	
	ESIC	100.00	
	LWF	100.00	
D	Total	1958.00	23472.00
	GRAND TOTAL	21154.00	207496.00

Note :-

- Your total salary emoluments would be approx. Rs. 21212.00/- Gross per month.
- Taxes such as Income tax, P.F., ESIC, Insurance & Accident Policy will be deducted as per Government rules and guide lines.

A hearty welcome to impact infotech Pvt. Ltd.

For Impact Infotech Pvt. Ltd.

Accepted by


 Nitish Kumar
 HR Manager
 Recruiter : Tejaj Suresh


 Tishar Kumar

IMPACT Infotech Pvt. Ltd.

Regd. Office : 9, Nishipatna Apartment, LT, Kharajolhan Co. Op. Veg. Society, Sanyal Road, Pune 411 016.
 Tel : 020-2667 6837 / 6837

OFFER LETTER

Date: 26/08/2022

To:
Mr. Rohit Yadav,

MUMBAI,

Dear Rohit Yadav,

This refers to your application and the subsequent discussion and interview you had with us, we are pleased to offer you an appointment as **IT Desktop Support Engineer** in the promised position in our organization at **MUMBAI** location, at **MIT** Division in **FMS** Department with effect from the date of your reporting for duties on the terms and conditions as stated below. The terms and conditions applicable to this appointment are reported below for your consideration and acceptance, if these are acceptable to you in their entirety, you are requested to take up your assignment at the earliest but not later than **29/08/2022** failing which this offer shall withdraw automatically without any further intimation to you.

1. Salary and benefits:

- a) Effective the date of your reporting for your duties, you will be eligible for salary, allowances and other benefits. Details of your compensation and benefit package (gross to company) are as mentioned in the Annexure I of this letter. You are entitled to all other statutory benefits which are applicable to your salary structure are detailed in Annexure I.
- b) You will be covered under Group Life Insurance and Group Accident Insurance as detailed in Annexure I.
- c) For purpose of contribution to Provident Fund, Gratuity, encashment of leaves, etc., contributions will be on the basis of basic pay.
- d) Salary cycle for your division will be from 26th to 25th of every month. Your salary will be payable by 10th of next month on working day.
- e) If you fall in the income tax bracket then you need to submit tax deduction form, which is available on your joining kit within 30 days of reporting. Your tax deduction will be based on the declaration and proofs which you may be required to submit at accounts department before 31st December.
- f) Please note that the salary structure of the company will be altered / modified at any time without prior notice and your package of remuneration may accordingly be altered / modified from time to time. Further salary, allowances and all other payments / benefits will be governed by the company rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes.
- g) During the tenure of the service, you will keep your engagements remote from other members of this organization, client or customers and will treat all information coming to you as strictly confidential and the information containing all documents and papers and other relating to company will not be divulged by you to any person other than those of management.
- h) Your performance in current assignment will be reviewed once in a year by the management. Your increments / promotions will depend at the sole discretion of the management depending upon your efficiency, performance, skill enhancement, regular attendance, work discipline, sense of discipline, loyalty and good behavior and also subject to the necessity of the company. You will receive your annual increment as matter of right. Salary

IMPACT InfoTech Pvt. Ltd.

Regd. Office : 9, Naligandhi Apartment, 17, Nandgaon Co. Op. Hse. Scheme, Sanpada Road, Pune 411 016.
Tel : 020-2367 6027 / 4107



Annexure - I

	Salary Structure	Monthly	Yearly
	Basic	18000.00	130272.00
	DA	2100.00	
	Total Basic	19900.00	
	HRA	4000.00	
	Bonus	1000.00	
	Special Allowance	0.00	
A	Gross Salary	19900.00	228000.00
	Employee Deduction		
	PF	1000.00	
	EDLC	100.00	
	Insurance	100.00	
	WF	200.00	
	PT	200.00	
B	Total	1600.00	24000.00
C	Take Home	17300.00	204000.00
	Employer Contribution		
	PF	500.00	
	EDLC	50.00	
	WF	100.00	
D	Total	2000.00	27700.00
	Total	21300.00	258700.00

Note >

- Your total salary emolument is fixed for approx. Rs. 19000.00* Gross per month.
- Taxes such as Income Tax, P.F., EDLC, Insurance & Accident Policy will not deducted as per Government rules and guidelines.

A hearty welcome to IMPACT Infotech Pvt. Ltd.

For Impact Infotech Pvt. Ltd.

Accepted By:



Hrushikesh Patil
HR Manager
Recruiter : Reshmita Jadhav

Rohit Kumar

IMPACT Infotech Pvt. Ltd.

Regd. Office - 2, Mahagauri Apartments, 17, Newgarden Co. Op. Hsg. Society, Senapati Bldg Road, Pune-411 016.
Tel. : 020-2567 8811 - 8937



APPOINTMENT LETTER

Date: 27-Aug-2022

To,

Mr. Pranav Karale,
Mumbai.

Dear Pranav,

In furtherance of the representations made by you during your interview and subject to fulfillment of terms and conditions mentioned hereunder, we are pleased to offer you an appointment as a "Desktop Support Engineer" in our organization at Mumbai Location, at Internal Division in DELL Department, with effect from 27-08-2022 on the terms and conditions as stated hereunder.

You and the Company (e Impact Information Technology (Pvt) Ltd) are sometimes collectively referred to as "Parties" and individually as "Party".

The terms and conditions applicable to this appointment are recorded below for your consideration and acceptance:

1) Roles and Responsibilities

- a) You shall perform all responsibilities and duties, including without limitation, on-site activities at customer site and other services more specifically mentioned in the SOW. These may change from time to time depending upon the business requirements of the Company.
- b) You will provide services in accordance with this Letter and Statement of Work (SOW), with professional standards of diligence, care and expertise.
- c) You will provide services and complete the tasks assigned to you to the best of your ability. You will be responsible for achieving results both in terms of quality and quantity and as required by the Company's external as well as internal customers/clients. You will devote your full business time to the work of the Company and shall perform the duties assigned to you faithfully and efficiently. You shall endeavor to the best of your abilities to achieve the goals and adhere to the parameters/standards set by the Company.
- d) You will prepare a time sheet for the services provided during the month and submit the same to the Company whenever demanded by the Company.
- e) The working hours applicable to you will be the same as are observed depending upon your place of posting and attended from time to time. Further, you should be prepared to work on any shifts, as may be warranted by the Company or its client / customer's work requirement.
- f) You may be required to work additional hours, on weekly off or any holidays as may from time to time be reasonable and necessary for the efficient performance of your assignment.

Page 1 of 11

Impact Information Technology (Pvt) Ltd



15) Medical fitness:

This offer is subject to you being found medically fit and submitting a medical practitioner's certificate to this effect. The continuation of your association with the Company is subject to you being found and remaining physically and mentally fit.

16) Other terms and conditions:

- The terms and conditions and other stipulations covered under this Letter, the SCW and the annexure attached herewith, shall form the sole basis of relationship between you and the Company and no other promises, assurances or indications of any kind, shall form part of this Letter, unless the same is specified in writing in this offer.
- Beside above conditions, you will abide by the service rules and regulations or certified standing orders or any office orders which may be issued from time to time or which may be in existence or may come into existence from time to time.
- This appointment is based on the information given by you in re: in your company application form and otherwise, and shall be considered null and void and liable for termination without any notice or payment of fees (in lieu of notice), if any information provided by you is found false or incorrect or suppressed, upon verification at anytime during your service. In such eventuality, the management of the Company can recover the payments made to you towards your dues during your association. This letter & its terms are deemed to be accepted by you on transfer of your first dues.

ANNEXURE A

Fees	17000
TDS 20%	3200
PROVIDENCE	500
Fees after Deduction	13200

We welcome you to our organization and look forward to a meaningful and happy association with us.

Regards Real, undersigned and Accepted By

For Impact Information Technology Labs Pvt. Ltd.

Accepted by:



Megha Ingole
Sr. Executive HR

Pranav Karale.

Declaration

Page 10 of 17

Impact Information Technology Labs Pvt. Ltd.



APPOINTMENT LETTER

Date: 30-Aug-2022

To,

Mr. Vikas Nadagil
Mumbai.

Dear Vikas,

In furtherance of the representations made by you during your interview and subject to fulfillment of terms and conditions mentioned hereunder, we are pleased to offer you an appointment as a "Desktop Support Engineer" in our organization at Mumbai Location, at Internal Division in Lenova Department with effect from 29-08-2022 on the terms and conditions as stated hereunder.

You and the Company Le Impact Information Technology Labs Pvt Ltd are sometimes collectively referred to as "Parties" and individually as "Party".

The terms and conditions applicable to this appointment are recorded below for your consideration and acceptance.

1) Roles and Responsibilities

- a) You shall perform all responsibilities and duties, including without limitation on-site activities at customer site and office services more specifically mentioned in the SOW. These may change from time to time depending upon the business requirements of the Company.
- b) You will provide services in accordance with this Letter and Statement of Work (SOW), with professional standards of diligence, care and attention.
- c) You will provide services and complete the tasks assigned to you to the best of your ability. You will be responsible for achieving results both in terms of quality and quantity and as required by the Company's external as well as internal customers/clients. You will devote your full business time to the work of the Company and shall perform the duties assigned to you faithfully and efficiently. You shall endeavor to the best of your abilities to achieve the goals and adhere to the performance standards set by the Company.
- d) You will prepare a time sheet for the services provided during the month and submit the same to the Company whenever demanded by the Company.
- e) The working hours applicable to you will be the same as are observed depending upon your place of posting and extended from time to time. Further, you should be prepared to work on any shift(s), as may be warranted by the Company or its clients / customer's work requirement.
- f) You may be required to work additional hours, on weekly off or any holidays as may from time to time be reasonable and necessary for the efficient performance of your assignment.

Page 1 of 11

Impact Information Technology Labs Pvt Ltd



15) Medical fitness:

This offer is subject to you being found medically fit and submitting a medical practitioner's certificate to that effect. The continuation of your association with the Company is subject to you being found and remaining physically and mentally fit.

16) Other terms and conditions:

- The terms and conditions and other stipulations covered under this Letter, the NCV and the annexure attached herewith, shall form the sole basis of relationship between you and the Company and no other promises, assurances or indications of any kind, shall form part of this Letter, unless the same is specified in writing to that effect.
- Beside above conditions, you will abide by the service rules and regulations or certified standing orders or any other orders which may be issued from time to time or which may be in existence or may come into existence from time to time.
- This appointment is based on the information given by you to us in your company application form and otherwise, and shall be considered null and void and liable for termination without any notice or payment of fees in full of notice, if any information provided by you is found false or incorrect or suppressed, upon verification or anytime during your service. In that eventuality, the management of the Company can recover the payments made to you towards your dues during your association. This letter & its terms are deemed to be accepted by you on transfer of your first fees.

Annexure A

Fees	17000
TDS 2%	350
insurance	500
Fees after Deduction	17000

We welcome you to our organization and best wishes to a successful and happy association with us.

Regards, Respected and Accepted By

For Impact Information Technology Labs Pvt. Ltd.

Accepted by



Megha Ingule
Sr. Executive HR

Vikas Nadargid.





APPOINTMENT LETTER

Date: 30-Aug-2022

To,

Mr. Vikas Nadagdi,
Mumbai.

Dear Vikas,

In furtherance of the representations made by you during your interview and subject to fulfillment of terms and conditions mentioned hereunder, we are pleased to offer you an appointment as a "Desktop Support Engineer" in our organization at Mumbai Location, at Internal Division in Lenova Department with effect from 29-08-2022 on the terms and conditions as stated hereunder:

You and the Company i.e. Impact Information Technology Labs Pvt Ltd are sometimes collectively referred to as "Parties" and individually as "Party".

The terms and conditions applicable to this appointment are recorded below for your consideration and acceptance.

1) Rules and Responsibilities

- a) You shall perform all responsibilities and duties, including without limitation on-site activities at customer site and other services more specifically mentioned in the SOW. These may change from time to time depending upon the business requirements of the Company.
- b) You will provide services in accordance with this Letter and Statement of Work (SOW), with professional standards of diligence, care and attention.
- c) You will provide services and complete the tasks assigned to you to the best of your ability. You will be responsible for achieving results both in terms of quality and quantity and as required by the Company's external as well as internal customers/clients. You will devote your full business time to the work of the Company and shall perform the duties assigned to you faithfully and efficiently. You shall endeavor to the best of your abilities to achieve the goals and adhere to the parameters/standards set by the Company.
- d) You will prepare a time sheet for the services provided during the month and submit the same to the Company whenever demanded by the Company.
- e) The working hours applicable to you will be the same as are observed depending upon your place of posting and amended from time to time. Further, you should be prepared to work on any shifts, as may be warranted by the Company or its client / customer's work requirements.
- f) You may be required to work additional hours, on weekly off or any holidays as may from time to time be reasonable and necessary for the efficient performance of your assignment.





15) Medical fitness:

This offer is subject to you being found medically fit and submitting a medical practitioner's certificate to that effect. The continuation of your association with the Company is subject to you being found and remaining physically and mentally fit.

16) Other terms and conditions:

- The terms and conditions and other stipulations covered under this Letter, the SOW and the annexure attached herewith, shall form the sole basis of relationship between you and the Company and no other promises, assurances or inducements of any kind, shall form part of this Letter, unless the same is specified in writing to that effect.
- Beside above conditions, you will abide by the service rules and regulations or certified standing orders or any office orders which may be issued from time to time or which may be in existence or may come into existence from time to time.
- This appointment is based on the information given by you to us in your company application form and otherwise, and shall be considered null and void and liable for termination without any notice or payment of fees in lieu of notice, if any information provided by you is found false or incorrect or suppressed, upon verification or anytime during your service. In that eventuality, the management of the Company can recover the payments made to you towards your fees during your association. This letter & its terms are deemed to be accepted by you on transfer of your first fees.

Annexure A

Fees	17858
TDS 2%	358
Insurance	500
Fees after Deduction	17000

We welcome you to our organization and look forward to a rewarding and happy association with us.

Regards Read, understood and Accepted by

For Impact Information Technology Labs Pvt. Ltd.

Megha Ingale
Sr. Executive HR

Accepted by

Vikas Nadagdi.



OFFER LETTER

Date: 30/08/2022

To,
Mr. Akshay Nitruji Suryawanshi,

MUMBAI,

Dear Akshay Nitruji Suryawanshi,

This refers to your application and the subsequent discussion and interview you had with us, we are pleased to offer you an appointment as **Desktop Support Engineer** in the permanent position in our organization at **MUMBAI** location, at **MIT Division in EMS Department** with effect from the date of your reporting for duties on the terms and conditions as stated below. The terms and conditions applicable to this appointment are recorded below for your consideration and acceptance, if these are acceptable to you in their entirety, you are requested to take up your assignment at the earliest but not later than **02/09/2022** failing which this offer shall withdraw automatically without any further intimation to you.

1. Salary and benefits:

- a) Effective the date of your reporting for your duties, you will be eligible for salary, allowances and other benefits. Details of your compensation and benefit package (cost to company) are as mentioned in the Annexure I of this letter. You are entitled to all other statutory benefits which are applicable to your salary structure are detailed in Annexure I.
- b) You will be covered under Group Life Insurance and Group Accident Insurance as Detailed in Annexure I.
- c) For purpose of contribution to Provident Fund, Gratuity, encashment of leave, etc., computations will be on the basis of basic pay.
- d) Salary cycle for your division will be from 26th To 25th of every month. Your salary will be payable by 4th of next month on working day.
- e) If you fall in the income tax bracket then you need to submit tax deduction form, which is available in your joining kit within 30 days of reporting. Your tax deduction will be based on the declaration and proofs which you may be required to submit at accounts department before 31st December.
- f) Please note that the salary structure of the company will be altered / modified at any time without prior notice and your package of remuneration may accordingly be altered / modified from time to time. Further salary, allowances and all other payments / benefits will be governed by the company rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes.
- g) During the tenure of the service, you will keep your engagements secret from other members of this organization, client or customers and will treat all information coming to you as strictly confidential and the information containing all documents and papers and other relating to company will not be divulged by you to any person other than those of management.
- h) Your performance in current assignment will be reviewed once in a year by the management. Your increments / promotions will depend at the sole discretion of the management depending upon your efficiency, performance, Skill enhancement, regular attendance, leave discipline, sense of discipline, loyalty and good behavior and also subject to the prosperity of the company. You will not claim your annual increment as matter of right. Salary

IMPACT Infotech Pvt. Ltd.

Regd. Office : 9, Nishigandha Apartments, 17, Nandgaon Co. Op. Hsg. Society, Sanjay Road, Colaba - Mumbai 400 016.
Tel. : 020-2567 6837 / 4837



Annexure - I

Salary Structure	Monthly	Yearly
Basic	10556.00	126272.00
DA	2108.00	
Total Basic	12962.00	
HRA	3250.00	
Bonus	1000.00	
Special Allowance	0.00	
A Gross Salary	17992.00	215904.00
Employee Deduction		
PF	1558.00	
ESIC	136.00	
Insurance	100.00	
LWF	2.00	
PT	200.00	
B Total	1992.00	23904.00
C Take Home	16000.00	192000.00
Employer Contribution		
PF	1668.00	
ESIC	668.00	
LWF	8.00	
D Total	2276.00	27312.00
CTC(A+B+C+D)	20288.00	243216.00


Note >

- Your total salary emoluments would be approx. Rs. **17992.00/-** Gross per month.
- Taxes such as income tax, P.F., ESIC, Insurance & Accident Policy will get deducted as per Government rules and guidelines.

A hearty welcome in Impact Infotech Pvt. Ltd.

For Impact Infotech Pvt. Ltd.

Accepted By


 Hitesh Nishkar
 HR Manager
 Recruiter : Reshmi Jalhav


 Anshu Manoj Suryawanshi



IMPACT Infotech Pvt. Ltd.

Regd. Office : 9, Nishagandha Apartments, 17, Nandgaon Co. Op. Hsg. Society, Senapati Bapat Road, Pune 411 016.
 Tel. : 020-2567 4837 / 4837

OFFER LETTER

Date: 30/08/2022

To,
Mr. Akshay Manoj Suryawanshi,

MUMBAI,

Dear Akshay Manoj Suryawanshi,

This refers to your application and the subsequent discussion and interview you had with us. We are pleased to offer you an appointment as **Desktop Support Engineer** in the permanent position to our organization at **MUMBAI** location, at **MIT** Division in **FMS** Department with effect from the date of your reporting for duties on the terms and conditions as stated below. The terms and conditions applicable to this appointment are recalled below for your consideration and acceptance, if these are acceptable to you in their entirety, you are requested to join us for appointment at the earliest but not later than **02/09/2022** failing which this offer shall withdraw automatically without any further intimation to you.

1. Salary and benefits:

- a) Effective the date of your reporting for your duties, you will be eligible for salary, allowances and other benefits. Details of your remuneration and benefit package (net to company) are as mentioned in the Annexure I of this letter. You are entitled to all other statutory benefits which are applicable to your salary structure are detailed in Annexure I.
- b) You will be covered under Group Life Insurance and Group Accident Insurance as detailed in Annexure I.
- c) For purpose of contribution to Provident Fund, gratuity, encashment of leave, etc., computations will be on the basis of basic pay.
- d) Salary cycle for your duties will be from 25th to 25th of every month. Your salary will be payable by 30th of next month on working day.
- e) If you fall in the income tax bracket then you need to submit tax deduction form, which is available in your joining kit within 30 days of reporting. Tax deduction will be based on the declaration and proofs which you may be required to submit at accounts department before 31st December.
- f) Please note that the salary structure of the company will be altered / modified at any time without prior notice and your package of remuneration may accordingly be altered / modified from time to time. Further salary, allowances and all other payments / benefits will be governed by the company rules as well as statutory provisions in force from time to time and subject to reduction of applicable taxes.
- g) During the tenure of the service, you will keep your commitments secret from other members of the organization, client or customers and will treat all information coming in your capacity confidential and the information regarding all documents and orders etc. relating to company will not be divulged by you to any person other than those of management.
- h) Your performance in current appointment will be reviewed once in a year by the management. Your increments / promotions will depend at the sole discretion of the management depending upon your efficiency, performance, skill enhancement, regular attendances, leave discipline, work discipline, loyalty and good behavior and also subject to the necessity of the company. You will not claim any annual increment as matter of right. Salary

IMPACT Infotech Pvt. Ltd.

Regd. Office : B, Kulkarni Ch. Apartments, T7, Narajankar, Co. Op. Hq. Sector, Jambhli, Sector Road, Pune 411 016.
Tel. : 020-2567 4877 / 4878



Annexure - i

	Salary Structure	Monthly	Yearly
	Basic	10858.00	130272.00
	DA	2108.00	
	Total Basic	12966.00	
	HRA	3000.00	
	Bonus	1000.00	
	Special Allowance	0.00	
A	Gross Salary	15966.00	211904.00
	Employee Deduction		
	PF	100.00	
	ITDC	100.00	
	Insurance	100.00	
	LWF	200.00	
	PT	200.00	
B	Total	16466.00	23304.00
C	Take Home	14320.00	192000.00
	Employee Contribution		
	PF	50.00	
	ITDC	0.00	
	LWF	0.00	
D	Total	2276.00	27312.00
	OT/DA/PT	2000.00	24000.00

Note :-

- Your total yearly emoluments would be approx. Rs. 2,39,312.00/- Gross per month.
- Taxes such as income tax, P.F., ITDC, Insurance & Accident Policy will get deducted as per Government rules and guidelines.

A month's salary of Impact Infotech Pvt. Ltd.

For Impact Infotech Pvt. Ltd.

Accepted By


 Manish Nataraj
 HR Manager
 Recruiter : Reshma Jadhav

Ashay Merli Suryawanshi

IMPACT Infotech Pvt. Ltd.

Regd. Office : 2, Nishigandhi Apartments, 17, Newquation Co. Op. Hsg. Society, Borewell, Shivajinagar, Pune 411 016.
 Tel : 020-2567 6301 / 6302



OFFER LETTER

Date: 05/09/2022

To,
Mr. Akash Chavan,

MUMBAI,

Dear Akash Chavan,

This refers to your application and the subsequent discussion and interview you had with us. We are pleased to offer you an appointment as **IT Remote Support Engineer** in the permanent position in our organization at **MUMBAI** location, at **MCI** Division in **FMS** Department with effect from the date of your reporting for duties on the terms and conditions as stated below. The terms and conditions applicable to this appointment are recorded below for your consideration and acceptance, if these are acceptable to you in their entirety, you are requested to take up your assignment at the earliest but not later than **06/09/2022** failing which this offer shall withdraw automatically without any further intimation to you.

1. Salary and benefits:

- a) Effective the date of your reporting for your duties, you will be eligible for salary, allowances and other benefits. Details of your compensation and benefit package (cost to company) are as mentioned in the Annexure I of this letter. You are entitled to all other statutory benefits which are applicable to your salary structure are detailed in Annexure I.
- b) You will be covered under Group Life Insurance and Group Accident Insurance as detailed in Annexure I.
- c) For purpose of contribution to Provident Fund, Gratuity, encashment of leave, etc., computations will be on the basis of basic pay.
- d) Salary cycle for your division will be from 26th To 25th of every month. Your salary will be payable by 10th of next month on working day.
- e) If you fall in the income tax bracket then you need to submit tax deduction form, which is available in your joining kit within 30 days of reporting. Your tax deduction will be based on the declaration and proofs which you may be required to submit to accounts department before 31st December.
- f) Please note that the salary structure of the company will be altered / modified as any time without prior notice and your package of remuneration may accordingly be altered / revised from time to time. Further salary, allowances and all other payments / benefits will be governed by the company rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes.
- g) During the tenure of the service, you will keep your employment records from other members of this organization, client or colleagues and will treat all information coming to you as strictly confidential and the information concerning all documents and papers and other routine to employee will not be divulged by you to any person other than those of management.
- h) Your performance in current assignment will be reviewed once in a year by the management. Your increments / promotions will depend at the sole discretion of the management depending upon your efficiency, performance, skill enhancement, regular attendance, work discipline, sense of initiative, loyalty and good behavior and also subject to the prosperity of the company. You will be given annual increment as per the applicable Salary

IMPACT Infotech Pvt. Ltd.

Regd. Office - 9, Nishipandya Apartments, 17, Nandgaon Ch. Dy. Ho. Sector, Sion, Mumbai - 400 022, India. Tel.: 020-2567 6837 / 4937



Annexure - 4

	Salary Structure	Monthly	Yearly
	Basic	12858.00	138272.00
	DA	2188.00	
	Total Basic	15046.00	
	HRA	8112.00	
	Bonus	1000.00	
	Special Allowance	387.00	
A	Gross Salary	25155.00	241700.00
	Employee Deduction		
	PF	1812.00	
	ESI	217.00	
	Insurance	200.00	
	LWT	212.00	
	PT	200.00	
B	Total	2115.00	25180.00
C	Total Handed	1320.00	21000.00
	Employer Contribution		
	PF	200.00	
	ESI	64.00	
	LWT	12.00	
D	Total	281.00	2832.00
	Net Salary	22340.00	218868.00

Note >

- Year total salary emoluments would be approx. Rs. 2015.00/- (Total gross amount)
- Taxes such as Income tax, T.D., C.D., Insurance & Accident Policy will not be deducted as per Government rules and guidelines.

A hearty welcome to Impact Infotech Pvt. Ltd.

For Impact Infotech Pvt. Ltd.

Accepted By


 Neel Kumar
 HR Manager
 Registrar, Red Cross Institute


 Ansh Chavhan

IMPACT Infotech Pvt. Ltd.

Regd. Office: B, Naligaonchi Apartments, 17, Newmarket Co. (By High Society), Sion, Mumbai - 400 022, India. Tel: (020) 2567 4807 - 4831



DECLARATION

Date: 06/09/2022

To,
Mr. Swapnil Yadav,

MUMBAI,

Das Swagati Yada,

This refers to your application and the subsequent discussion and interview you had with us, we are pleased to offer you an appointment as **LL Desktop Support Engineer** in the permanent position in our organization at **MUMBAI** location, at **MIT** Division in **FMS** Department with effect from the date of your reporting for duties on the terms and conditions as stated below. The terms and conditions applicable to this appointment are recorded below for your consideration and acceptance, if these are acceptable to you in their entirety, you are requested to take up your assignment at the earliest but not later than **12/09/2022** failing which this offer shall automatically withdraw any further intimation to you.

1. Salary and benefits:

- a) Effective the date of your reporting for your duties, you will be eligible for salary, allowances and other benefits. Details of your compensation and benefit package (pert to company) are as mentioned in the Annexure I of this letter. You are entitled to all other statutory benefits which are applicable to your salary structure are detailed in Annexure I.
- b) You will be covered under Group Life Insurance and Group Accident Insurance as detailed in Annexure I.
- c) For purpose of contribution to Provident Fund, Gratuity, encashment of leave, etc., computations will be on the basis of basic pay.
- d) Salary scale for your division will be from **2600 To 25100** of every month. Your salary will be payable by **10th** of next month on working day.
- e) If you fall in the income tax bracket then you need to submit tax deduction form, which is available in your joining kit within 30 days of reporting. Your tax deduction will be based on the declaration and proofs, which you may be required to submit at accounts department before **31st** October.
- f) Please note that the salary structure of the company will be altered / modified at any time without prior notice and your package of remuneration may accordingly be altered / modified from time to time. Further salary, allowances and all other payments / benefits will be governed by the company rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes.
- g) During the tenure of his service, you will keep your engagements secret to other members of this organization, client or customers and will treat all information coming to you as strictly confidential and the information containing all documents and papers and other relating to company will not be divulged by you to any person other than those of management.
- h) Your performance in current assignment will be reviewed once in a year by the management. Your increments / promotions will depend at the sole discretion of the management depending upon your efficiency, performance, skill enhancement, regular attendance, leave discipline, sense of discipline, loyalty, commitment, dedication and also subject to the prosperity of the company. You will not seek your annual increment at **more than 10%** Salary.

IMPACT Infotech Pvt. Ltd.

Regd. Office : F, Nishigandhi Apartments, 17, Navajivan Co. Op. Inc. Society, Sanganer Road, Jaipur - 302016. Tel. : 022-2567 6837 / 8837



Annexure -1

Salary Structure	Monthly	Yearly
Basic	16056.00	130272.00
DA	7176.00	
Total Basic	23232.00	
HRA	4950.00	
Bonus	100.00	
Special Allowance	0.00	
A Gross Salary	29082.00	232656.00
Employee's Deduction		
PF	250.00	
ESI	113.30	
Insurance	14.00	
LWF	2.00	
PT	20.00	
B Total	2663.30	24000.00
C Take Home	26416.70	232656.00
Employer's Contribution		
PF	125.00	
ESI	56.65	
LWF	1.00	
D Total	183.65	27708.00
CTC (A+B+D)	28015.35	255708.00


Note >

- Basic salary structure would be approx. Rs. 16056.00/- Gross per month.
- Taxes such as Income Tax, PT, etc. as per the Government rules and guidelines.

A heavy reliance is on Impact Infotech Pvt. Ltd.

For Impact Infotech Pvt. Ltd.

Accepted By


 Manish Kataria
 HR Manager
 Recruiter | VIT-VEIT College

Accepted By



IMPACT Infotech Pvt. Ltd.

Regd. Office : 9, Nallagonda Apartment, IT, Nagarajapuram Co. Op. Hq. Society, Sengottai Road, Chennai - 600 034, India. Tel: 021-3367 6833 / 8833 Fax: 021-3367 6833 / 8833



Date: 06 Sep 2022

Karina mulla

karinamulla26@gmail.com

7378611842

Offer Letter

Dear Karina mulla,

Congratulations! We are pleased to confirm that you have been selected in our company SVN Systech India Pvt Ltd. We are delighted to make you the following job offer:

The position offered is of EUC Support Engineer L1 we would like you to start on 01 Oct 2022 in our esteemed project TCS - Sun Pharma. On joining you will be invited to our HR Tool, GreyHR.

Please send acceptance by replying to this mail within 7 days to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of SVN Systech India Pvt Ltd. and look forward to working with you.

The details of the salary breakup is given below in the annexure of this letter.

Thanking You,

For SVN Systech India Pvt Ltd.

Sagar Nayak

Vice President



Annexure

Particulars	Monthly CTC
Basic	12,000.00
HRA	8,000.00
Conveyance	2,985.00
Special Allowance	750.00
Bonus	1,000.00
Gross	24,735.00
Less: ESIC @ 0.75%	0.00
Less: PF @ 12% of Basic	1,530.00
Less: Prof. Tax	200.00
Net Salary	23,005.00
Medical Insurance	600.00
Gratuity	0.00
Employer contribution to LWF	0.00
Employer contribution to ESIC @ 3.25%	3.00
Employer contribution EPF @ 13% of Basic	1,653.00
CTC	27,000.00



CHECKLIST OF DOCUMENTATION

1. Copy of Education Qualification records (Marks Sheet or SSC, Intermediate, Diploma, Degree, and Masters etc.)
2. Relieving Letter issued by the previous employer and copy of the resignation letter (duly attested by your HR or reporting manager)
3. Last 3 months pay slips and bank statement supporting the salary credit.
4. Address proof copy (Aadhar's ID Card/Aadhaar/PAN Card/Driving License/Passport)
5. Two passport size photographs
6. Medical Fitness Certificate issued by the recognized medical Practitioner.

EMPLOYMENT TERMS & CONDITIONS

1. Your employment will be subject to verification of your credentials, antecedents and feedback reports that we receive from third party vendors. If found unsatisfactory, your employment will be terminated without any further notice and you will not be eligible for any claims further made upon.
2. During your tenure of services, you may be advised to execute certain agreements for undergoing certain training programs, holding assets and training materials on the company, credit policy compliances etc.
3. Your employment will be bound by the company policies and general service conditions.

NOTICE PERIOD:

In case of your resignation, we reserve our right upon receiving notice from you, to waive such notice period and pay salary for the duration of notice period waived. However, you will have to serve 30 days' notice period. You will not be eligible for relieving letter if you quit services within three months from the date of joining.

For Communications Test Design India Pvt. Ltd.

Dr. Conite Pinto
Sr. Manager – HR



Note: This letter is made to you in the form of email and hence, does not require signature.

At, 3rd Floor, Phoenix Plaza, 4th Cross, 10009

08th September 2022

Mr. PRAMOD ANJUT CHAVAN
PUNE

PUN/RIL/TE

Dear Pramod,

Subject: Employment offer letter

We are pleased to offer you employment in our organization as "Technical Engineer" on the terms and conditions as mutually agreed upon during the course of discussion.

You will be issued the formal letter of Appointment on your joining. You are advised to join us on or before **12th September 2022** at Pune Office. In case you fail to join your duties by the date mentioned, the management reserves the right to cancel this offer letter.

Compensation Structure	Per Month	Annualised
Basic	12962	155544
HRA	2079	24948
Statutory Bonus	1000	12000
Gross Salary	30021	360252
PF - Employer's Contribution	1825	21900
ESI - Employer's Contribution	105	1260
Cost to Company	24132	289584
PF - Employee's Contribution	1845	22140
ESI - Employee's Contribution	136	1632
Professional Tax	300	3600
Net Pay	17700	212400
Gratuity	523	6276
EL	504	6048
Total Cost to Company	21559	258708

Please note that deductions will be made as per the present Government norms wherever applicable.

Earned Leave will be allotted as per statutory norms and company's policy be allotted during your working tenure with the company.

All documents mentioned in offer letter need to be submitted on or before 15 days from the date of joining else salary will be withheld till the receipt of documents.

Note: This offer is ready to go in the form of email and hard copy, (do not reply)

Dr. Sanjiv Kumar Jadhav (A) Maharashtra 2022



26



OFFER LETTER

Date: 05/09/2022

To,
Mr. Akash Chavan,

MUMBAI,

Dear Akash Chavan,

This refers to your application and the subsequent discussion and interview you had with us, we are pleased to offer you an appointment as **L1 Remote Support Engineer** in the permanent position in our organization at **MUMBAI** location, at **MIT** Division in **FMS** Department with effect from the date of your reporting for duties on the terms and conditions as stated below. The terms and conditions applicable to this appointment are recorded below for your consideration and acceptance, if these are acceptable to you in their entirety, you are requested to take up your assignment at the earliest but not later than **06/09/2022** failing which this offer shall withdraw automatically without any further intimation to you.

1. Salary and benefits:

- a) Effective the date of your reporting for your duties, you will be eligible for salary, allowances and other benefits. Details of your compensation and benefit package (cost to company) are as mentioned in the Annexure I of this letter. You are entitled to all other statutory benefits which are applicable to your salary structure are detailed in Annexure I.
- b) You will be covered under Group Life Insurance and Group Accident Insurance as detailed in Annexure I.
- c) For purpose of contribution to Provident Fund, Gratuity, encashment of leave, etc., computations will be on the basis of basic pay.
- d) Salary cycle for your division will be from 24th To 25th of every month. Your salary will be payable by 30th of next month on working day.
- e) If you fall in the income tax bracket then you need to submit tax deduction form, which is available in your joining kit within 30 days of reporting. Your tax deduction will be based on the declaration and proofs which you may be required to submit at accounts department before 31st December.
- f) Please note that the salary structure of the company will be altered / modified at any time without prior notice and your package of remuneration may accordingly be altered / modified from time to time. Further salary, allowances and all other payments / benefits will be governed by the company rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes.
- g) During the tenure of the service, you will keep your engagements separate from other members of this organization, client or customers and will treat all information coming to you as strictly confidential and the information containing all documents and papers and other relating to company will not be divulged by you to any person other than those of management.
- h) Your performance in current assignment will be reviewed once in a year by the management. Your increments / promotions will depend at the sole discretion of the management depending upon your efficiency, performance, skill enhancement, regular attendances, leave discipline, sense of discipline, loyalty and good behavior and also subject to the prosperity of the company. You will not claim your annual increment as matter of right. Salary

IMPACT Infotech Pvt. Ltd.

Regd. Office : P, Naligonda Apartments, 17, Novamasthan Co. Op. Nag. Society, Senouf, Sapat Road, Junnir, Dist. Solapur - 413116.
Tel : 020-2547 6837 / 4837





Annexure - I

	Salary Structure	Monthly	Yearly
	Basic	10894.00	130728.00
	DA	2106.00	
	Total Basic	12992.00	
	HRA	5183.00	
	Bonus	1080.00	
	Special Allowance	850.00	
A	Gross Salary	20115.00	241380.00
	Employee Deduction		
	PF	1652.00	
	ESIC	151.00	
	Insurance	100.00	
	LWF	2.00	
	PT	200.00	
B	Total	2115.00	25380.00
C	Take Home	18000.00	216000.00
	Employer Contribution		
	PF	1501.00	
	ESIC	654.00	
	LWF	6.00	
D	Total	2481.00	29532.00
	GTC(A-D)	22576.00	270912.00

Note :-

- Your total salary emoluments would be approx. Rs. 20115.00/- Gross per month.
- Taxes such as Income tax, P.F., ESIC, Insurance & Accident Policy will get deducted as per Government rules and guide lines.

A hearty welcome in Impact Infotech Pvt. Ltd.

For Impact Infotech Pvt. Ltd.

Accepted By


Anshu Chatterjee
HR Manager
Recruiter : Anshu Chatterjee

Anshu Chatterjee

IMPACT Infotech Pvt. Ltd.



Regd. Office : F, Mahagandha Apartments, 17, Navrajasthan Co. Op. Hsg. Society, Sarajilli, Begal Road, Pune 411 016.
Tel. : 020-2567 5837 / 4837



08th September 2022

Mr. PRAMOD AMRUT CHAVAN
PUNE

PUN/RIL/TE

Dear Pramod,

Subject: Employment offer letter

We are pleased to offer you employment in our organization as "Technical Engineer" on the terms and conditions as mutually agreed upon during the course of discussion.

You will be issued the formal letter of Appointment on your joining. You are advised to join us on or before 12th September 2022 at Pune Office. In case you fail to join your duties by the date mentioned, the management reserves the right to cancel this offer letter.

Compensation Structure	Per Month	Annualised
Basic	12952	155544
HRA	3979	47748
Statutory Bonus	1080	12960
Gross Salary	18021	216252
PF - Employer's Contribution	1825	21900
ESI - Employer's Contribution	585	7020
Cost to Company	20432	245184
PF - Employee's Contribution	1685	20220
ESI - Employee's Contribution	135	1620
Professional Tax	200	2400
Net Pay	15000	180000
Gratuity	623	7478
EL	504	6048
Total Cost to Company	21559	258708

Please note that deductions will be made as per the present Government norms wherever applicable.

Earned Leave will be allotted as per statutory norms and can only be availed during your working tenure with the company.

All documents mentioned in offer letter need to be submitted on or before 15 days from the date of joining else salary will be withheld till the receipt of documents.

Note: This offer is made to you in the form of email and hence, does not require signature.



CHECKLIST OF DOCUMENTATION

1. Copy of Education Qualification records (Mark Sheets of SSC, Intermediata, Diploma, Degree, and Masters etc.)
2. Relieving Letter issued by the previous employer and copy of the resignation Letter (duly attested by your HR or reporting manager)
3. Last 3 months pay slips and bank statement supporting the salary credit.
4. Address proof copy (Voter's ID Card/Aadhaar/PAN Card/Driving License/Passport).
5. Two passport size photographs.
6. Medical Fitness Certificate issued by the recognized medical Practitioner.

EMPLOYMENT TERMS & CONDITIONS

1. Your employment will be subject to verification of your credentials, antecedents and feedback reports that we receive from third party verifiers. If found unsatisfactory, your employment will be terminated without any further notice and you will not be eligible for any claims further made upon.
2. During your tenure of services, you may be advised to execute certain agreements for undergoing certain training programs, holding assets and training materials of the company, credit policy compliances etc.
3. Your employment will be bound by the company policies and general service conditions.

NOTICE PERIOD:

In case of your resignation, we reserve our right upon receiving notice from you, to waive such notice period and pay salary for the duration of notice period waived. However, you will have to serve 30 days' notice period. You will not be eligible for relieving letter if you quit services within three months from the date of joining.

For Communications Test Design India Pvt. Ltd.

Dr. Canute Pinto
Sr. Manager – HR



Note: This offer is made to you in the form of email and hence, does not require signature.



OFFER LETTER

Date: 06/05/2022

To,
Mr. Sagaril Tadea,

MUMBAI,
Dear Sagaril Tadea,

This refers to your application and the subsequent discussion and interview you had with us, we are pleased to offer you an appointment as **IT Desktop Support Engineer** in the permanent position in our organization at **MUMBAI** Location, at **MIT** Division in **EMS** Department with effect from the date of your reporting for duties on the terms and conditions as stated below. The terms and conditions applicable to this appointment are recorded below for your consideration and acceptance, if these are acceptable to you in their entirety, you are requested to take up your assignment at the earliest but not later than **12/06/2022** failing which this offer shall withdraw automatically without any further intimation to you.

2. Salary and benefits:

- a) Effective the date of your reporting for your duties, you will be eligible for salary, allowances and other benefits. Details of your compensation and benefit package (cost to company) are as mentioned in the Annexure I of this letter. You are entitled to all other statutory benefits which are applicable to your salary structure are detailed in Annexure I.
- b) You will be covered under Group Life Insurance and Group Accident Insurance as detailed in Annexure I.
- c) For purpose of contribution to Provident Fund, Gratuity, encashment of leave, etc., computations will be on the basis of basic pay.
- d) Salary cycle for your division will be from 26th To 25th of every month. Your salary will be payable by 10th of next month on working day.
- e) If you fall in the income tax bracket then you need to submit tax deduction form, which is available in your joining kit within 30 days of reporting. Your tax deduction will be based on the declaration and proofs which you may be required to submit at accounts department before 31st December.
- f) Please note that the salary structure of the company will be altered / modified at any time without prior notice and your package of remuneration may accordingly be altered / modified from time to time. Further salary, allowances and all other payments / benefits will be governed by the company rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes.
- g) During the tenure of the service, you will keep your engagements private from other Members of this organization, client or customers and will treat all information coming to you as strictly confidential and the information containing all documents and papers and other relating to company will not be divulged by you to any person other than those of management.
- h) Your performance in current assignment will be reviewed once in a year by the management. Your increments / promotions will depend at the sole discretion of the management depending upon your efficiency, performance, Skill enhancement, regular attendance, leave discipline, sense of discipline, loyalty and good behavior and also subject to the prospects of the company. You will not claim your annual increment as matter of right. Salary

IMPACT Infotech Pvt. Ltd.

Regd. Office : 9, Kshiyandita Apartments, T7, Navrojiwala Co. Op. Hq. Society, Senapati Basmat Road, Pune 411 016
Tel. : 020-3567 4837 / 4837



Annexure - I

	Salary Structure	Monthly	Yearly
	Basic	10856.00	130272.00
	DA	2106.00	
	Total Basic	12962.00	
	HRA	4958.00	
	Bonus	1080.00	
	Special Allowance	0.00	
A	Gross Salary	19000.00	228000.00
	Employee Deduction		
	PF	1558.00	
	ESIC	143.00	
	Insurance	100.00	
	LWF	2.00	
	PT	200.00	
B	Total	2000.00	24000.00
C	Take Home	17000.00	204000.00
	Employer Contribution		
	PF	1558.00	
	ESIC	816.00	
	LWF	6.00	
D	Total	2380.00	27700.00
	CTDA+D	21320.00	251700.00

Note :-

- Your total salary emoluments would be approx. Rs. 19000.00/- Gross per month.
- Taxes such as income tax, P.F., ESIC, Insurance & Accident Policy will get deducted as per Government rules and guide lines.

A hearty welcome in Impact Infotech Pvt. Ltd.

For Impact Infotech Pvt. Ltd.

Accepted By


 Manish Khatkar
 Manager
 Recruitment - Offjaya Koliage

Sivraj Yadav

IMPACT Infotech Pvt. Ltd.

Regd. Office - 9, Nishigantha Apartment, 17, Navrajasthan Co. Op. Hsg. Society, Sampul Bagel Road, Pune 411 016.
Tel. : 020-2567 6837 / 4837

27/23

BSLHR/APPT/2022-001005

October 5, 2022

Akshay Ramchandra Namolikar
Anand Nagar,
Bangalore, Maharashtra, 560017

Letter of Offer-Contract Agreement

Dear Akshay Ramchandra Namolikar,

Congratulations! We are pleased to offer you the position of **Analyst (4A)** with **Birlasoft Limited** (**Birlasoft Company**).

We take this opportunity to appreciate your decision to join Birlasoft family. As mutually agreed upon, your joining will be on or before **October 7, 2022**.

This **Letter of Offer-Contract Agreement** and its terms will be valid only from the date of your joining and post issuance of "Letter of Confirmation of Appointment" by HR upon your joining.

The emphasis in our working regime will be subject to our core value of being "Enjoyed, Thrived & Still a Challenger" and in this journey we will take care to ensure that you are able to bring your own unique perspective that respects and values people's diversity. We are confident that Birlasoft and you will make a great team.

Your employment will be governed by the terms and conditions included in **Annexure A**. Management fee would be as outlined in **Annexure B**.

Employment as per this offer for appointment is subject to your acceptance and acknowledgment in writing during the interview that you are providing all the necessary details for the offer and you are not bound by any other conditions of your joining. This offer will stand as an offer of job.

It is a precondition to your joining that you will be required to submit **Annexure C** Employment Application Form along with production of **Annexure D**.

During the course of your employment with the Company, you will be required to attend and participate in all of the offer letter and the Company's policies, procedures, as well as the employment of the company from time to time by way of e-mail communication. The details of the Company's policies, procedures and other information is available to all employees.

We are proud to welcome you as a **Birlasoftian**, and wish you a happy, productive and gratifying career at **Birlasoft**.

Yours sincerely,
For and behalf of Birlasoft Limited

Girish Sharma
Senior Vice President



At Karad

Alloy Refining Number	102285
-----------------------	--------

ANNEXURE B

NAME: Alloy Refining Number
 SALARY COMPENSATION w.e.f DATE: 01/04/2012

Sl.No	Salary Components	Monthly Amount (INR)
1)	Basic Salary	124,200.00
2)	Monthly Bonus*	50,240.00
3)	Bank of Allowances (Grants)	18,000.00
3A)	House Rent Allowance	9,000.00
3B)	Additional Special Allowance	20,840.00
4)	Employee Provident Fund (Employee's Share)	17,744.00
5)	Fixed Compensation	180,000.00
6)	Variable Performance Reward**	0.00
7)	Medical Insurance Deduction	10,810.00
8)	Total Target Compensation	205,000.00
9)	National Provident Fund (Employer's Share)	1,715.00
10)	Cost to Company	206,715.00

*Monthly Bonus is a form of payment of employee's salary. It is subject to rules given in the company policy.

Bank of allowances consists of medical allowance, travel allowance, Dear Allowance, House Rent Allowance, Child Education Allowance, Special Allowance, Fuel & Maintenance Allowance, Driver's Salary, Professional Development Allowance, National Provident Fund (Employee's Share) & Medical Allowance. The Employer's share is deducted from the above allowances.

** Variable Performance Reward is awarded based on the financial performance of the employee and other factors as defined in the defined pools of awards. The award is subject to the performance of individual employee & company's performance. This will be payable as per the financial policy of the organization. The Award is subject to the policy.

*** Gratuity will be provided as per section 4 of the Gratuity Act, 1972.

For employees who are covered by the Employees State Insurance Corporation, both Employee and Employer will contribute the amount as applicable.

All the above remuneration (including medical allowance) will be subject to deduction of Income Tax as per the provisions of the Income Tax Act, 1961.

*** Medical Insurance Premium may change as per the terms of the insurance policy and may vary as per the trends or changes that happen in the market.





Technology. Innovation. Growth.
 AN ISO 9001:2015 & ISO 14001:2015

IDC Technologies Solutions (I) Pvt. Ltd.,
 25/18, Sector-02, Gurgaon, Haryana
 IN. PH: 0120-2200000

Date: 04-Oct-22
 Ref. No IDC/HR/2022/10069

Mr./Ms. Nikita Gargot Patel,
 Noida
 Noida
 Noida
 Maharashtra - 411111

Letter of Intent

Dear Nikita Gargot Patel,

We are pleased to offer you a position with IDC Technologies Sol (I) Pvt. Ltd as a **Service Desk**. You may be required to **Client Site** as a representative of the company in order to fulfil the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to seek tax advice from a Chartered Accountant (CA) by 04-Oct-22 at Mumbai, for gross annual contribution, inclusive of all applicable taxes - up to INR 15,000/- (Details Attached in Annexure - "A"). In case you do not pay your taxes by the date mentioned, the management reserves the right to correct this letter of intent.

Please submit following documents (self-attested) with before the start of joining

- Complete Application Form (self-attested)
- Form 16 (for previous funds), Form 2 (Income Tax Deductions), Form 1 (EITC) and Form 1 (for Section) (all forms attach with e-mail)
- Copy of PAN card
- Copy of Passport
- Copy of Aadhar Card
- Address: Home (for utility bill/Insurance bill/Electric Card etc.)
- Copy of the latest bank-balance statement
- Copy of existing/previous Income Tax Return Accepted from all of the Person (applicant & all previous employees)
- Copy of the appointment letter from the current & previous employer
- Last 3 months salary slips of employer
- Tax Certificate (Form 16) of previous employers for the recent financial year.
- Six passport size photographs (Color)

On receiving the above mentioned documents, the Department Letter and terms & conditions of employment would be issued to you. We understand to the satisfaction level of all by providing the employment process is correct. IDC Technologies would initiate any (if) process and exploration done strictly as though third party against validity of the information.

This letter of intent is not an official recruitment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

Employee has agreed to adhere with the rules and conditions of the employment agreement/ appointment letter which shall be subsequent issued by the company/employer (IDC).

If you wish to leave the services of the Company, a **30 days written notice (Notice)** will need to be given to the Company/employer. If you do not give the notice within the stipulated time, you will need to pay a good bye fee as defined by the Company with the above mentioned as Copy with the given appointment to the HR to give required notice letter.

Please sign the attached copy of this letter in acknowledgement of your acceptance and return the same to us.

Thanking you,

Your Sincerely,

For IDC Technologies Solutions (I) Pvt. Ltd.



Signature of Employee
 Nikita Gargot Patel



"ANNEXURE A"

Compensation Details w.e.f. 06-10-2022

Name :-	Nikita Ganpat Patil
Designation :-	Service Desk
Location :-	Mumbai (Maharashtra)

Salary Component		Per Month	Per Annum
A.	Basic & DA	15100	181200
	Bonus	1144	13728
	House Rent Allowance	2050	24600
	LTA	0	0
	Medical Allowance	0	0
	Conveyance	0	0
	Special Allowance	0	0
GROSS MONTHLY PAYABLE (Part A)		18300	219600
B.	Employee Contribution - Provident Fund	4180	50160
	En	0	0
	Gr	0	0
	Wd	0	0
TOTAL DEDUCTION (Part B & C)		4180	50160
C.	Less: Deductions		
	Employee - Provident Fund	4180	50160
	En	0	0
	Gr	0	0
	Wd	0	0
Net Taxable Salary (A) - (B) - (C)		14120	169440
Final Gross Salary		14120	169440

Note: - 1) All taxes (PF, Income Tax, etc.) will be deducted from the gross salary. If there is any change in the employee level like (Promotion) then both components (Employee and Employer PF) will be become part of previous CTC, from the date of promotion.



Letter 23/03/2023

To
Sohail Shahn Inqub
(Code: C00492015)

Employment Offer Letter for Fixed Term Contract

We are pleased to offer you employment in the organization at Research Intern Pvt. Ltd as **Technician**. Your services are being provided to **Eastern Technologies Private Limited** or ETPL based on the following terms and conditions:


- Your employment will be valid from **27/03/2023 to 26/03/2023**, unless and until it is specifically extended in writing by Research Intern Pvt Ltd.
- Your salary S.T.C will be **700,252,000 per annum** (As per Government IT) and will be paid net of tax your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to:
 - A. Completion of the onboarding process
 - Employee registration
 - Temporary Employment card from HRCC, PE, Master card
 - B. Upload proof of your documents:
 - Government issued ID (photo: Aadar Card and PAN)
 - Address Proof (Aadhar Card/ Voter ID/ Passport, Driving License, Salin Card etc.)
 - Copy of your educational certificates & previous employment documents,
 - Bank Details for Salary crediting (copy of cancelled cheque)

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A regular appointment letter would be issued to you once you fulfil our employment terms and conditions & upon confirmation of joining date by the manager.

This need not mean you have not fulfilled the L1 requirements as far as you are concerned.
You will get regular e-mail and SMS on your registered number with a link to the online portal and user OTP at least. A User guide is also available in language needed for easier navigation just click.

Please get in touch with us for any queries.
Wishing you the very best!

Yours truly,
For Research Intern Pvt Ltd.



Authorized Signatory
Gulshan Khan
Head - HRCC



Annexure 2: Salary Breakup

Component	Monthly	Yearly
Basic	15,000.00	180,000.00
House Rent Allowance	3,129.00	37,548.00
General Salary		
Food Cost	1,700.00	18,000.00
Employee's Contribution to EPF	157.00	1,600.00
Employer's Contribution to EPF	180.00	2,160.00
Insurance	100.00	1,000.00
Statutory Deductions		
Employee's Contribution to EPF	180.00	2,160.00
Employee's Contribution to PF	157.00	1,600.00
Total Deductions	1,367.00	25,740.00
Net Salary (Gross Salary - Total Deductions)	13,633.00	164,260.00

* Income tax, Provident fund and EPF as applicable will be deducted.

* All the taxes will be deducted as applicable on gross salary to comply with the law.

For Ranold Trade Pvt Ltd.



Authorized Signatory
Balakrishnan K
Head - HR&HC





ANNEXURE

Salary details of Pooja Prakash Wince

COMPONENTS	AMOUNT PER MONTH	AMOUNT PER ANNUAL
MONTHLY		
BASIC SALARY	11,420	1,37,040
HRA	2,511	30,132
MONTHLY BONUS	1,110	13,320
MONTHLY GROSS SALARY (A)	15,041	1,80,492
STATUTORY		
ESI	60	720
GRATUITY (15% of basic)	1,713	20,556
PROVIDENT FUND	1,800	21,600
TOTAL STATUTORY	3,573	42,876
COST TO COMPANY (B)	28,314	3,41,768
DEDUCTION		
PF	1,000	12,000
PROVIDENT FUND	1,811	21,732
PROFESSORIAL FUND	200	2,400
TOTAL DEDUCTION	3,011	36,132
NET PAY	12,030	1,44,360

Date: 22/2/2023



OFFER CUM APPOINTMENT LETTER

Date: 30/09/2022

To,
 Mr. Tejas Dipak Galwani,

MUMBAI,

Dear Mr. Tejas Dipak Galwani,

This refers to your confirmation and the subsequent discussion with respect to you HQ with us. We are pleased to offer you an appointment as **Service Desk Engineer** in the permanent position in our organization at **MUMBAI** location, in **HR** Division in **HRIS** Department with effect from the date of your reporting for duties on the terms and conditions as stated below. The terms and conditions applicable to this appointment are mentioned below for your consideration and acceptance. If these are acceptable to you in their entirety, you are requested to take up your assignments at the earliest but not later than **03/10/2022** failing which the offer shall withdraw automatically without any further intimation to you.

1. Salary and benefits:

- a) Effective the date of your reporting for your duties, you will be eligible for salary, increments and other benefits. Details of your compensation and benefits package (not to exceed) as is mentioned in the Annexure I of this letter. You are entitled to all other statutory benefits which are applicable to your salary structure & is detailed in Annexure II.
- b) You will be covered under Group Life Insurance and Group Accident Insurance as detailed in Annexure I.
- c) For purpose of contribution to Provident Fund, gratuity, accumulation of leave, etc., contributions will be on the basis of best pay.
- d) Salary cycle for your services will be from 31st October/2022 of every month. Your salary will be payable by 10th of next month on working day.
- e) If you fall in the income tax bracket then you need to submit tax declaration form, which is available in your joining kit within 30 days of reporting. Your tax deduction will be based on the declaration and proof which you may be required to submit at accounts department before 31st September.
- f) Please note that the salary structure of the company will be altered / modified at any time without prior notice and your average of remuneration may accordingly be altered / modified from time to time. Further salary, allowances and other benefits / perks will be governed by the company policy as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes.
- g) During the course of the service, you will have your interactions / deals from other members of this organization, clients or customers. It will limit all information coming to you as strictly confidential and the information concerning all documents and papers and other matter will not be divulged by you to any person other than those of management.
- h) Your performance / increment / appraisal will be reviewed once in a year by the management. Your increments / promotions will depend on the HR policies of the management regarding your job efficiency, performance, skill enhancement, regular attendance, work discipline, sense of initiative, loyalty and good behavior and also subject to the necessity of the company. You will not claim your increment/ promotion/ award of right. Salary

IMPACT Infosoft Pvt. Ltd.

Regd. Office: V. Viharatta Apartment, T7, Newgallian Cr. Op. I, New Market, Kalyan, Dist. Thane, Maharashtra - 411 016.
 Tel: 022-2967-6131 / 6132



Annexure - I

	Salary Structure	Monthly	Yearly
	Basic	1102.50	13230.00
	DA	2108.00	
	Total Basic	1313.50	
	HRA	817.00	
	BP	1700.00	
	Special Allowance	7.00	
A	Gross Salary	3925.50	47106.00
	Employee Deduction		
	PF	203.25	
	ESIC	11.00	
	Provident	21.00	
	LDF	20.00	
	PT	20.00	
B	Total	281.50	3378.00
C	Net Salary	3644.00	43728.00
	Employee Contribution		
	PF	101.62	
	ESIC	5.50	
	PT	10.00	
D	Total	117.12	1416.00
	Net Salary	3476.88	42312.00

Note >

- Your total salary with benefits would be around INR 4,37,280/- (Four lakh thirty seven thousand two hundred and eighty) per annum.
- Taxes such as Income tax, PF, ESIC, Provident & PT will be deducted as per Government Rules and guidelines.

A hereby declared to be true and correct.

For Impact Infosach Pvt. Ltd.


 Hrushikesh Patil
 HR Manager
 Recruiter - IT/ITe/S/Soft

Accepted By



 (Signature of Candidate)

IMPACT Infosach Pvt. Ltd.

Regd. Office : V. Vishwanath Apartments, 17, Independence Rd (Dy. Bldg. Society, Sangli Bypass Road, Pune 411 016)
 Tel: 020-2567 0077 / 0078

Date: 29-Sep-2022

Letter of Intent

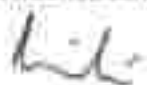
Dear DIVYANGANA HULIYAN,

We are pleased to offer you the position of "IT Support Engineer" in My Home Movie Ltd.

As discussed, the broad terms of this contract employment offer are set out hereinafter:

1. Your employment with Team Lease Services Ltd. will be in accordance with your Offer letter.
2. Your employment shall begin from the date of your reporting at the premises of our esteemed Client.
3. You are requested to report for work, on dated 03- Oct-2022 (confirmed DOJ will be subject to the Offer letter date).
4. You shall be required to follow and abide by the working and security conditions which may be applicable at the Client's premises. (Ref Annexure in the Offer Letter).
5. The in hand salary will be Rs. 24,000/-P.M and Annual CTC Amount will be Rs.3,34,568/-
6. For all reasons you will be deemed as an employee of Team Lease Services Ltd.
7. The formal letter of Appointment will be issued at the time of your joining the Company.
8. You are requested to complete the onboarding process prior to your joining.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)



Date: 26-Sep-2022

Letter of Intent

Dear **DNYANGINA MALWANI**,

We are pleased to offer you the position of **IT Support Engineer** in **My Home Work Ltd.**

As discussed, the broad terms of the contract employment offer are set out below:

1. Your employment with **Team Lease Services Ltd.** will be in accordance with your Offer Letter.
2. Your employment shall begin from the date of your reporting at the premises of our assigned Client.
3. You are requested to report for work on date **03-Oct-2022** (or if this date will be subject to the Offer letter date).
4. You shall be required to follow and abide by the working and security instructions which may be applicable at the Client's premises. (If applicable in the Offer letter).
5. The in hand salary will be **Rs. 24,000/- PA** and Annual CTC Amount will be **Rs. 34,000/-**.
6. For all reasons you will be deemed to be an employee of **Team Lease Services Ltd.**
7. The formal letter of Appointment will be issued at the time of your joining the Company.
8. You are requested to complete the contracting process as per your policy.



For **TEAMLEASE SERVICES LIMITED**

(Authorized Signatory)

13



OFFER CLM APPOINTMENT LETTER

Date: 30/09/2022

To,
Mr. Tejas Dipak Gokhawad,

MUMBAI,

Dear Tejas Dipak Gokhawad,

After referring to your application and the subsequent discussion and interview you had with us, we are pleased to offer you an appointment as **Service Desk Engineer** in the permanent position in our organization at **MUMBAI** Location, at **MIT** Division in **PMG** Department with effect from the date of your reporting for duties on the terms and conditions as stated below. The terms and conditions applicable to this appointment are mentioned below for your consideration and acceptance. If these are acceptable to you in their entirety, you are requested to take up your assignment at the earliest but not later than **03/10/2022** failing which this offer shall withdraw automatically without any further intimation to you.

1. Salary and benefits:

- a) Effective the date of your reporting for your duties, you will be eligible for salary, allowances and other benefits. Details of your compensation and benefit package (cost to company) are as mentioned in the Annexure I of this letter. You are entitled to all other statutory benefits which are applicable to your salary structure are detailed in Annexure I.
- b) You will be covered under Group Life Insurance and Group Accident Insurance as detailed in Annexure I.
- c) For purpose of contribution to Provident Fund, Gratuity, encashment of leave, etc., computations will be on the basis of basic pay.
- d) Salary scale for your division will be from **₹27,000/31st** of every month. Your salary will be payable to **10th** of next month on working day.
- e) If you fall in the income tax bracket then you need to submit tax deduction form, which is available in your joining kit within 30 days of reporting. Your tax deduction will be based on the declaration and proofs which you may be required to submit at accounts department before 31st December.
- f) Please note that the salary structure of the company will be altered / modified at any time without prior notice and your package of remuneration may accordingly be altered / modified from time to time. Further salary, allowances and all other payments / benefits will be governed by the company rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes.
- g) During the tenure of the service, you will keep your emoluments secret from other members of this organization, client or customers and will treat all information coming to you as strictly confidential and the information containing all documents and papers and other relating to company will not be divulged by you to any person other than those of management.
- h) Your performance in current assignment will be reviewed once in a year by the management. Your increments / promotions will depend at the sole discretion of the management depending upon your efficiency, performance, skill enhancement, regular attendance, leave discipline, sense of discipline, loyalty and good behavior and also subject to the prosperity of the company. You will not claim your annual increment as matter of right. Salary

IMPACT Infotech Pvt. Ltd.

Regd. Office : 9, Nishigandhi Apartments, 17, Nandgaon Co. Op. Hg. Society, Sampat Bazar Road, Pune - 411 004
Tel. : 020-2567 6837 / 4837



Annexure - I

	Salary Structure	Monthly	Yearly
	Basic	11932.00	143184.00
	DA	2106.00	
	Total Basic	13738.00	
	HRA	887.00	
	Bonus	1144.00	
	Special Allowance	0.00	
A	Gross Salary	15569.00	186828.00
	Employee Deduction		
	PF	1648.00	
	ESIC	117.00	
	Insurance	300.00	
	LWF	2.00	
	PT	200.00	
B	Total	2367.00	27216.00
C	Take Home	13201.00	159612.00
	Employer Contribution		
	PF	1700.00	
	ESIC	606.00	
	LWF	6.00	
D	Total	2312.00	27738.00
	CTC(A+D)	17897.00	214456.00

Note:-

- Your total salary emoluments would be approx. **Rs. 15569.00/-** Gross per month.
- Taxes such as income tax, P.F., ESIC, Insurance & Accident Policy will get deducted as per Government rules and guide lines.

A salary welcome in Impact Infotech Pvt. Ltd.

For Impact Infotech Pvt. Ltd.


 Iphania Singh
 HR Manager
 Recruiter : Iphania Singh

Accepted By

Tajinder Singh



IMPACT Infotech Pvt. Ltd.

Regd. Office : 9, Nishigantha Apartments, 17, Narsinghji Co. Op. Hsg. Society, Sempati Bapat Road, Pune 411 016.
 Tel. 020-2567 6837 / 4837



Date: 21-09-2022

Vaibhav Vishwas Deshmukh
Bengaluru, Karnataka, India, (Branch)

Dear Vaibhav,

This has reference to your application and subsequent interview with us. We are pleased to offer you an opportunity of Desktop Engineer - L1 with the initial posting at Bengaluru.

The terms and conditions have already been discussed during the interview.

You are requested to report at 9:00 AM on 26-09-2022. The Formal Appointment Letter shall be given to you on joining. The address of the same is as under:

Reporting Time: 9:30 AM

Contact Person:

Venue: 2nd Floor, Tower-8, Prestige Shantiniketan, 16, Whitefield Main Road, Thigalarapalya, Hoosur.

The Formal Appointment Letter shall be given to you on joining. At the time of joining, please bring with you,

1. Five copies of your latest Passport size.
2. Your certificates, testimonials etc. (in original) in support of your qualifications.
3. Residence & Identity proof required in Bank account opening process as per RBI guidelines.

This is a computer generated offer letter and does not require a signature.



SALARY ANNEXURE 1

Full Name : Vaibhav Vishwas Deshmukh

Location : Bengaluru

Designation: Desktop Engineer

SALARY COMPUTATION		
Components	Per Annum	Per Month
PART A Salary		
BASIC	204000	17000
Flexi Benefits Plan	10368	864
Bonus	20400	1700
Gross Salary	234768	19564
PART B Deductions		
Employees Contribution to PF	21600	1800
Employees State Insurance	1764	147
Take Home	209004	17417
PART C Benefits		

Date: 21-09-2022

Vaibhav Vishwas Deshmukh

Bangalore, Karnataka, India. (Branch)

Dear Vaibhav,

This has reference to your application and subsequent interview with us. We are pleased to offer you an opportunity of Desktop Engineer - I.I with the initial posting at Bangalore.

The terms and conditions have already been discussed during the interview.

You are requested to report at 9:30 AM on 26-09-2022. The Formal Appointment Letter shall be given to you on joining. The address of the same is as under:

Reporting Time: 9:30 AM

Contact Person:

Venue: 2nd Floor, Tower-B, Prestige Shantiniketan, 16, Whitefield Main Road, Thigalarapalya, Hoodi.

The Formal Appointment Letter shall be given to you on joining. At the time of joining, please bring with you:

1. Five copies of your latest Passport size.
2. Your certificates, testimonials etc. (in original) in support of your qualifications.
3. Residence & Identity proof required in Bank account opening process as per RBI guidelines.

This is a computer generated offer letter and does not require a signature.



SALARY ANNEXURE 1

Full Name: Valsbhav Vishwas Deshmukh Location: Bengaluru Designation: Desktop Engineer

SALARY COMPUTATION		
Components	Per Annum	Per Month
PART A Salary		
BASIC	204000	17000
Flexi Benefits Plan	10368	864
Bonus	20400	1700
Gross Salary	234768	19564
PART B Deductions		
Employee Contribution to PF	21600	1800
Employee State Insurance	1764	147
Take Home	209004	17417
PART C Benefits		



Employers Contribution to PF	21000	1800
Employers State Insurance	7033	636
Gratuity	18004	1617
PART D Incentive		
Cost to Company	27304	22817

*PF, EPIC, Gratuity, Bonus, PT & TDS are applicable as per respective acts.

** Incentive will be disbursed quarterly based on the individual's SEL performance.

Other Benefits

1. Mobile Connection - A primary mobile connection shall be provided with the defined limit. It shall be increased or decreased based on the usage & business need.
2. Individual Health Insurance cover of INR 5 Lakhs & Accident Insurance Cover of INR 20,00,000.
3. Gratuity Insurance cover as per rate / 1%
4. TBP- Please refer enclosed explanation of Compensation Components.
5. Conveyance reimbursement as per actuals and company policy in force.



Date: 12/09/2022

To
 Subhart Sanyal Sanyal
 (Code: CAN472015)

Provisional Offer Letter for Fixed Term Contract

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Technician**. Your services are being deployed to **Eaton Technologies Private Limited at PUNE** based on the following terms and conditions:

- Your employment will be valid from **27/09/2022 To 28/03/2023**, unless and until it is specifically extended in writing by Randstad India Pvt. Ltd.
- Your Salary-CTC will be INR 252,912.00 per Annum (as per Advertisement 1) and will be paid on basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :
 - a. Complete on the Randstad portal:
 - Employee profile form
 - Statutory Notification forms like ESIC, PF, Mediclaim etc.
 - b. Upload proofs of your documents:
 - Government mandated ID proof: Aadhar Card and PAN
 - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
 - Copy of both Educational certificates & Previous employment documents.
 - Bank Details for Salary processing: Copy of cancelled cheques.

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfil our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer. You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login. A User guide is also available to help you complete formalities on/ before your DOJ.

Please get in touch with us for any queries.
 Wishing you the very best!

Yours truly,
 For Randstad India Pvt Ltd.



Authorized Signatory
 Subash Krishna S
 Head - HRSSC



Annexure 1: Salary Breakup

Component	Monthly	Yearly
Basic	15,000.00	180,000.00
House Rent Allowance	2,129.00	25,548.00
Gross Salary	17,129.00	205,548.00
Food Coupon	1,500.00	18,000.00
Employer's Contribution to ES	557.00	6,684.00
Employer's Contribution to EPF	1,800.00	21,600.00
Insurance	90.00	1,080.00
CTC (Cost to the company)	21,076.00	252,912.00
Employee's Contribution to EPF	1,800.00	21,600.00
Employee's Contribution to ES	129.00	1,548.00
Total Deduction	1,929.00	23,148.00
Net take home = (Gross salary- Total deduction)	15,200.00	182,400.00

* Income tax, Professional tax and LWF as applicable will be deducted.

* All the taxes will be deducted as applicable by law. Your salary is strictly confidential.

For Randstad India Pvt Ltd.



Authorized Signatory
Babarichmen N
Head - HRSSC



i-Source Infosystems Pvt. Ltd.

Head Office:

Sanjeevan, S. No- 104/1+108/3/12, Bhuvaneshwar Co-Operative Society Ltd,
Opp. Abhimanshree Society Gate No- 3, Aundh, Pune, Maharashtra, 411008
www.i-sourceinfosystems.com



ISIPL/HR/2022/09/14058

ISIPL/HRD/Letter/OCAL/L01

Date: 08th September 2022

Ms. Mamta Sanjay Yadav

Permanent Address:

At Post Saikade, Yadav Mala,

Fatan, Satara, Maharashtra, 415103

Contact: +91 9209396050

Mail: yadavmamta646@gmail.com

OFFER CLIM APPOINTMENT LETTER

Dear Mamta,

We are pleased to inform you that after careful consideration, we offer you the position of "System Engineer" (Band 7A) in our company "i-Source Infosystems Pvt. Ltd. Pune", on the terms and conditions mutually discussed and agreed upon.

Joining Date

You are requested to be ready to join us on 15th September 2022. In case you fail to report for duty on the said date unless otherwise agreed in written the offer shall stand automatically withdrawn.

Consolidated Salary

1. A sum of INR 2,60,040/- (two lakhs sixty thousand forty) per annum will be paid to you as CTC (cost to company). The CTC details are attached in Annexure A.
2. Benefits like PF, Medclaim, Gratuity etc. allowances and other benefits are governed by Company Policies and statutory provisions in force from time to time and subject to appropriate taxes at source. Your salary payments will be subjected to tax deduction as per the prevailing income tax Rules.
3. After joining you will get the details of appointed Projects, Roles & Responsibility, and Duties from the respective department.



Ms. Mamta Sanjay Yadav

Restricted Document. This document & its information may not be shared with anybody other than the one intended to. Also, this document may not be copied or used for any purpose other than the one intended when giving this information without prior consent of i-Source Infosystems Pvt. Ltd.

i-Source Infosystems Pvt. Ltd.

Head Office:

Sanjeevan, S. No- 104/1+108/3/12, Bhuvaneshwar Co-Operative Society Ltd,
Opp. Abhimanshree Society Gate No- 3, Aundh, Pune, Maharashtra, 411008
www.isourceinfosystems.com



ISIPU/HR/2022/09/14058

ISIPU/HRO/Letter/OCAL/L01

Date: 08th September 2022

Annexure A

I-Source Infosystems Pvt. Ltd.	
Sanjeevan, S. No- 104/1+108/3/12, Bhuvaneshwar Co-Operative Society Ltd, Opp. Abhimanshree Society Gate No- 3, Aundh, Pune, Maharashtra, 411008	
Salary Paysheet	D.O.J
Name: Mamta Sanjay Yadav	15/09/2022
Basic Salary + DA	13738.00
H.R.A.	687.00
System Support Allowance	3711.00
Gross Salary	18136.00
Less: P.F. Contribution	1800.00
Less: ESIC Contribution	136.00
Profession Tax	200.00
Take home	16000.00
Company contribution towards PF	1800.00
Company contribution towards ESIC	589.00
Total CTC	20525.00
Total Effective Salary per month (CTC)	21670.00*
Total Effective at the end of the Year (CTC)	260040.00

*You will be eligible for an annual bonus of Rs. 13,738/- and this has been added in the above CTC.

Note: The above stack up has been prepared keeping the current government compliances especially concerned with PF, ESIC, minimum wages act. Any change in these compliances may change the above take home amount.

Kindly acknowledge acceptance of this offer letter within next 5 working days. Delay in acknowledging this offer letter might result in termination of the offer.

For any clarification revert on hrd@isourceinfosystems.com

SUDHINDRA Digitally signed by
SUDHINDRA
SURESH Digitally signed by
SURESH
SARNOBAT Digitally signed by
SARNOBAT

With best wishes,

For I-Source Infosystems Pvt. Ltd.

Mr. Sudhindra Sarnobat
Chief Human Resource



Ms. Mamta Sanjay Yadav

Restricted Document. This document & its information may not be shared with anybody other than the one intended to. Also, this document may not be copied or used for any purpose other than the one intended when giving this information without prior consent of I-Source Infosystems Pvt. Ltd.

i-Source Infosystems Pvt. Ltd.

Head Office

Sanjeevan, S. No- 104/1+108/3/12, Bhuvaneshwar Co-Operative Society Ltd,

Opp. Abhimanshree Society Gate No- 3, Aundh, Pune, Maharashtra, 411008

www.isourceinfosystems.com



ISPL/HR/2022/09/14058

ISPL/HRQ/Letter/DCAL/L01

Date: 08th September 2022

Ms. Mamta Sanjay Yadav

Permanent Address:

At Post Saikardh, Yashwantrao,

Patan, Satara, Maharashtra, 415213.

Contact: +91 9208398050

Mail: yadavmamta6459@gmail.com

OFFER CUM APPOINTMENT LETTER

Dear Mamta,

We are pleased to inform you that after careful consideration, we offer you the position of "System Engineer" (Band 7A) in our company "i-Source Infosystems Pvt. Ltd. Pune", on the terms and conditions mutually discussed and agreed upon.

Joining Date

You are requested to be ready to join us on 15th September 2022. In case you fail to report for duty on the said date unless otherwise intimated in written the offer shall stand automatically withdrawn.

Consolidated Salary

1. A sum of INR 2,60,040 /- (two lakhs sixty thousand forty) per annum will be paid to you as CTC (cost to company). The CTC details are attached in Annexure A.
2. Benefits like PF, Mediclaim, Gratuity etc. allowances and other benefits are governed by Company Policies and statutory provisions in force from time to time and subject to appropriate taxes at source. Your salary payments will be subjected to tax deduction as per the prevailing income tax Rules.
3. After joining you will get the details of appointed Projects, Roles & Responsibility, and Duties from the respective department.



Ms. Mamta Sanjay Yadav

i-Source Infosystems Pvt. Ltd.

Head Office:

Sanjeevan, S. No- 104/1+103/3/12, Bhuvaneshwar Co-Operative Society Ltd,
Opp. Abhimanshree Society Gate No-3, Aundh, Pune, Maharashtra, 411008
www.i-sourceinfosystems.com



ISPL/HR/2022/09/14058

ISPL/HR/Letter/UCAL/01

Date: 08th September 2022

Annexure A

i-Source Infosystems Pvt. Ltd.	
Sanjeevan, S. No- 104/1+103/3/12, Bhuvaneshwar Co-Operative Society Ltd, Opp. Abhimanshree Society Gate No- 3, Aundh, Pune, Maharashtra, 411008	
Salary Paysheet	D.O.I
Name: Mamta Sanjay Yadav	15/09/2022
Basic Salary+DA	13738.00
H.R.A.	687.00
System Support Allowance	3711.00
Gross Salary	16125.00
Less: P.F. Contribution	1800.00
Less: ESI Contribution	195.00
Professional Tax	200.00
Take home	10000.00
Company contribution towards PF	1800.00
Company contribution towards ESI	589.00
Total CTC	30975.00
Total effective salary per month (CTG)	21970.00*
Total effective at the end of the year (GTC)	260640.00

*You will be eligible for an annual bonus of Rs. 23,730/- and this has been added in the above CTC.

Note: The above stack up has been prepared keeping the current government compliances, especially concerned with PF, ESI, minimum wages act. Any change in these compliances may change the above take home amount.

Kindly acknowledge receipt of this offer letter within next 5 working days. Delay in acknowledging this offer letter may result in termination of the offer.

For any clarification revert on the mail hr@i-sourceinfosystems.com

SUDHINDRA Head Office
SURESH Sanjeevan
SARNOBAT Sanjeevan

With best wishes,
For i-Source Infosystems Pvt. Ltd.

Mr. Sudhindra Sarnobat
Chief Human Resource



Mrs. Mamta Sanjay Yadav

APPOINTMENT LETTER

Date: 20/09/2022

To

Mr. Akash Jagtap,
Pune

Dear Akash Jagtap,

In furtherance of the representations made by you during your interview and subject to fulfillment of terms and conditions mentioned hereunder, we are pleased to offer you an appointment as a "Customer Support Engineer" in our organization at Pune Location, at MIT Division in FMS Department with effect from 23rd September 2022 on the terms and conditions as stated hereunder.

You and the Company i.e. Impact Infotech Pvt. Ltd are sometimes collectively referred to as "Parties" and individually as "Party".

The terms and conditions applicable to this appointment are recorded below for your consideration and acceptance.

1) Roles and Responsibilities

- a) You shall perform all responsibilities and duties, including without limitation on-site activities at customer site and other services more specifically mentioned in the SOW. These may change from time to time depending upon the business requirements of the Company.
- b) You will provide services in accordance with this Letter and Statement of Work (SOW), with professional standards of diligence, care and attention.
- c) You will provide services and complete the tasks assigned to you to the best of your ability. You will be responsible for achieving results both in terms of quality and quantity and as required by the Company's external as well as internal customers/clients. You will devote your full business time to the work of the Company and shall perform the duties assigned to you faithfully and efficiently. You shall endeavor to the best of your abilities to achieve the goals and adhere to the parameters/standards set by the Company.
- d) You will prepare a time sheet for the services provided during the month and submit the same to the Company whenever demanded by the Company.
- e) The working hours applicable to you will be the same as are observed depending upon your place of posting and amended from time to time. Further, you should be prepared to work on any shift(s), as may be warranted by the Company or its client / customer's work requirement.
- f) You may be required to work additional hours, on weekly off or any holidays as may from time to time be reasonable and necessary for the efficient performance of your assignment.
- g) You are expected to act in responsible and professional manner when you use the internet / email and other company / client / customer's facilities or assets or usage of computers of company / client / customer(s).
- h) You have to plan your leaves in advance and take approval from reporting officer before going on

Page 1 of 10

IMPACT Infotech Pvt. Ltd.



Annexure A.

Fees	15817
TDS @ 2%	317
Insurance	500
Fees After Deduction	15000

Declaration

I have read and understood the contents of the Appointment Letter and agree to abide by the same.

Name: Akash Jagtap

Signature: _____

Place: _____

Date: _____



APPOINTMENT LETTER

Date: 20/09/2022

To

Mr. Akash Jagtap,
Pune

Dear Akash Jagtap,

In furtherance of the representations made by you during your interview and subject to fulfillment of terms and conditions mentioned hereunder, we are pleased to offer you an appointment as a "Customer Support Engineer" in our organization at Pune Location, at MCI Division in FMS Department with effect from 23rd September, 2022 on the terms and conditions as stated hereunder.

You and the Company (i.e. Impact Infotech Pvt. Ltd) are sometimes collectively referred to as "Parties" and individually as "Party".

The terms and conditions applicable to this appointment are recorded below for your consideration and acceptance.

1) Roles and Responsibilities

- a) You shall perform all responsibilities and duties, including without limitation on-site activities at customer site and other services more specifically mentioned in the SOW. These may change from time to time depending upon the business requirements of the Company.
- b) You will provide services in accordance with the Letter and Statement of Work (SOW), with professional standards of diligence, care and attention.
- c) You will provide services and complete the tasks assigned to you to the best of your ability. You will be responsible for achieving results both in terms of quality and quantity and as required by the Company's external as well as internal customers/clients. You will devote your full business time to the work of the Company and shall perform the duties assigned to you faithfully and efficiently. You shall endeavor to the best of your abilities to achieve the goals and adhere to the parameters/standards set by the Company.
- d) You will prepare a time sheet for the services provided during the month and submit the same to the Company whenever demanded by the Company.
- e) The working hours applicable to you will be the same as are observed depending upon your place of posting and amended from time to time. Further, you should be prepared to work on any shift(s), as may be warranted by the Company or the client / customer's work requirement.
- f) You may be required to work additional hours, on weekly off or any holidays as may from time to time be reasonable and necessary for the efficient performance of your assignment.
- g) You are expected to act in responsible and professional manner when you use the internet / email and other company / client / customer's facilities or assets or assets of computers of company / client / customer(s).
- h) You have to plan your leaves in advance and take approval from the Company.



Annexure-3:

Fees	19837
TDS @ 2%	317
Insurance	500
Fees After Deduction	19010

Declaration

I have read and understood the contents of the Appointment Letter and agree to abide by the same.

Name : Akash Deyan _____
Signature: _____
Place : _____
Date : _____



October 17, 2022

Ms Priyanka Mahipati Chavan,
BLDG No 12/104 Nutan NAKA MGARCHSK Haregaon -400603 Maharashtra,
Ph: 7397875309.

Dear Priyanka Mahipati Chavan,

- You will be engaged as a "Consultant" with the CMS IT Services Pvt Ltd., a company incorporated under the Companies Act 1956 which agreement shall include its affiliates, subsidiaries, and other group companies. Information referred to as "CMS IT" is all expected to be available in the mode of service as instructed to you by the company from time to time as per the requirements.
- You will be paid consultant fees of INR.20,000/- per month subject to deduction of Government Levies or Deductions, in case deduction of any service provided by you to CMS IT. Your payments shall be subject to the provisions of applicable Tax, the compliance of which shall be taken care by you.
- The duration of the agreement shall be a period of one Year commencing from October 17, 2022 and ending on October 16, 2023, or your attaining superannuation age of the company which is 60 years currently, whichever is earlier. Any extension thereof shall be at the sole discretion of the CMS IT. Your office place of engagement will be in Mumbai.
- This agreement can be renewed/terminated by Company at its convenience by giving one month prior written notice to the Consultant without assigning any reason in the request. Consultant shall also be eligible to terminate the agreement by giving one month prior written notice to the company in writing in case of his termination. However, in such case the Consultant shall be liable to complete the task assigned before the date of receiving such written notice from Consultant by the Company. Company shall also be liable to pay the approved consultancy fees for the job done by him during the transition period. If the prior notice is not given by the Consultant, an amount equivalent to the one month consultancy fees will be set off, if not recovered by the company from the dues payable to the Consultant or any account for the staff/contract part of notice period.
- You shall render your services as Consultant. However, you may be required to render services to any of our divisions as per the requirements of the company in India.
- As a Consultant, you will not engage or make known any dealings, accounts, or any other information relating to the company's current and future business without the written consent by the company.



- In rendering your services you will strictly abide by and adhere to the instructions issued to you by the concerned officials.
- You will be responsible for safeguarding and taking all good care of all our property / Documents, which may arise out of you, claims and charge on insurance, or at the termination of the Agreement, whichever shall be first.
- You are obligated to mention your PAN No. in Bill. If any documents submitted to us.
- On completion / termination of this Agreement, you will not be allowed any Delegation/ Company unless we agree in writing before the end of the term of the Agreement, without written consent from CMS IT Services Pvt Ltd.
- During your engagement with our Company any intellectual property which may arise out of this relationship exclusively belong to the Company.
- In the event you breach, or threaten to breach any of the covenants expressed herein, the damages to the Company will be difficult to quantify. Therefore, the Company may apply to a court of competent jurisdiction for injunctive or other equitable relief to enjoin you from breach or threatened breach, without displaying the Company from any other relief or equitable remedy.
- You agree that in carrying out its duties and responsibilities under this Agreement, you will neither undertake nor cause, nor permit to be undertaken, any activity which either is illegal under any laws, statutes, rules, or regulations in effect or (b) would have the effect of causing the Company to be in violation of any laws, statutes, rules, or regulations in effect. Immediate agreement to comply with the Company's policies of any requests solicited, conducted or other request for services or information of an individual or individual, acting as the sole proprietor of the Company.
- You shall indemnify and hold the Company harmless through its sole proprietorship from any damages, loss, claims or suits arising directly or indirectly through you or through its or omission on the part of it or its through you.
- This Agreement is not assignable by you, in whole or in part, or by operation of law or otherwise.
- Jurisdiction and venue shall be determined by the Company and in the event of any dispute, the dispute or controversy shall first be settled in the exclusive jurisdiction of the courts at Mumbai only.
- It is hereby agreed and understood by both parties hereto that if any of the covenants herein above are held to be invalid or wholly void, this will not invalidate the entire agreement.
- You are authorized to take every step required during the course of this Agreement as approved by the management of the Company.



- This agreement will not be considered in any dispute-resolution process for any and all matters at the time of end of contract or thereafter.

In token of your acceptance of this mark, we intend to form a partnership with you. Please sign and return the duplicate of this letter, and we will proceed with such process for a successful collaboration.

Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions of the agreement.

Note:

1. CMS Group (including CMS) and its corporate offices will be located in CMS Tower, 100000th Road, & Toronto, Ontario, Canada. CMS will be awarded all rights in the CMS Group (including CMS). This is a partnership agreement with complete ownership and business control. CMS will be awarded all rights equal ownership. Please refer to the attached terms and conditions.
2. Group Financial Information: CMS will be awarded all rights in the CMS Group (including CMS) of the company. CMS will be awarded all rights in the CMS Group (including CMS).
3. Group Financial Information: CMS will be awarded all rights in the CMS Group (including CMS) of the company. CMS will be awarded all rights in the CMS Group (including CMS).

Thanking you
For CMS IT Solutions Pvt Ltd,



Yarghise K.
Vice President - HR & Admin

Received and accepted for (Name) _____
 Signature (Name) _____
 Signature (Name) _____
 Date _____



October 25, 2022

Ms Shraddha Dipak Ghadge,

R No 8 Krishnadevi Jagdishprasad Shukla chawPawan Ngr.shiv Vallabh RD NR Gas
Godown Dahisar East Mumbai 400068 Maharashtra.

PH: 9067131395.

Dear Shraddha Dipak Ghadge,

- You will be engaged as a "Consultant" with the CMS IT Services Pvt Ltd., a company incorporated under the companies Act, 1956 (which expression shall include its affiliates, subsidiaries, and other group companies, hereinafter referred to as "CMS IT") & are expected to be available in the place of Service as instructed to you by the company from time to time as per the requirements.
- You will be paid consultancy fees of INR 22,500/- per month subject to deduction of Government Levies as applicable, in consideration of entire services provided by you to CMS IT. Your payments shall be subject to the provisions of applicable Tax, the compliance of which shall be taken care by you.
- The duration of this agreement is for a period of **One Year** commencing from **October 27, 2022** and ending on **October 26, 2023**, or your attaining superannuation age of the company which is 60 years currently, whichever falls early. Any extension thereof shall be at the sole discretion of the CMS IT. Your initial place of engagement will be at **Mumbai**.
- This agreement can be revoked/ terminated by Company at its convenience by giving one month prior written notice to the Consultant without assigning any reasons in this regards. Consultant shall also be eligible to terminate the agreement by issuing one month prior written notice to the company assigning reasons of such termination. However in such case, the consultant shall be liable to complete the task assigned before the date of receiving such notice from Consultant by the Company. Company shall also be liable to pay the approved consultancy fees for the job done by him during the transition period. If the due notice is not given by the Consultant, an amount equivalent to the one month consultancy fees shall be set off/ adjusted/recovered by the company from the dues payable to the Consultant on any account for the insufficient part of notice period.
- You shall render your services at location. However you may be required to render services to any branch, division or department of the company in India.
- As a Consultant you will not divulge or make known any dealings, accounts, or any other information relating to the company's current and future business without the written consent by the company.



- This leave will not be considered for any encashment / carry forward and shall laps at the time of end of contract / six months

In token of your acceptance of the above mentioned terms and conditions of your engagement, Please sign and return the duplicate of this letter. We welcome you to our organization with best wishes for a successful career with us.

Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions of the agreement.

Note:

1. **CMS Family Suraksha Plan:** As per the company policies you will be enrolled in CMS Family Suraksha Plan, a Term life insurance plan with sum assured of 10 lacs or 1.5 times CTC whichever is higher. This is a participative policy with company contribution and employee contribution will be recovered in eight equal instalments. Please refer the HR policy for more information.
1. **Group Medical Insurance:** As per company policy you will be covered under medical insurance scheme of the company, Premium will be paid by the company.
2. **Group Personnel Accident Insurance:** As per company policy you will be covered under Group Personnel Accident Insurance cover of the company, premium will be paid by the company.
1. **Benevolence Fund:** As per company policy you will be covered under the Benevolence Fund which is a voluntary initiative by the Company, the contribution towards which shall be in terms of the relevant company policy.

Thanking you,
For CMS IT Services Pvt Ltd.,



Varghise K
Vice President - HR & Admin

Read and Accepted the Terms & Conditions of Employment

Consultant Name : _____

Consultant Signature : _____

Date : _____





Engineering Technology Solutions
W-103, Sector-07, Noida, U.P., 201301
Tel: +91-120-8300000

IDC Technologies Solutions (I) Pvt. Ltd.
C-18, Sector-07, Noida, U.P., 201301
Tel: +91-120-8300000

Dated: 01-Nov-22
Ref. No IDC/08HR/2022/W1052

Mr./Ms. Durga Lakshman Salave,
KUPARDE HAVELI TAL. KARAD
Nagarda Haveli,
Satara,
Maharashtra - 415115

Letter of Intent

Dear Durga Lakshman Salave,

We are pleased to offer you a position with IDC Technologies Sol (I) Pvt. Ltd. as a Desktop Support L2. You may be deputed to Client Site as a representative of the company in order to fulfill the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before 01-Nov-22 at Mumbai. Your gross annual compensation, inclusive of all applicable taxes shall be INR 251200/- (Details Attached in Annexure - "A"). In case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of intent.

Please submit following documents (self-attested) well before the time of joining:

- Current Application Form (copy enclosed).
- Form-11 (for Provident Fund), Form-2 (nomination & declaration), Form-1 (ESIC) and Form-F (for Gratuity) (all forms attached with e-mail).
- Copy of PAN card.
- Copy of Passport.
- Copy of Aadhar Card.
- Address Proof (DL/Electricity Bill/Telephone Bill/Election Card etc.)
- Copy of the signed non-disclosure agreement.
- Copy of relieving/Experience letters/Resignation Acceptance from HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the current & previous employers.
- Last 3 months salary slips in (original).
- Tax Certificate/Form 16 of previous employers for the current financial year.
- Six passport size photographs (Color).

On receiving the above-mentioned documents, the Appointment Letter and terms & conditions of employment would be issued to you. We assure that all the information furnished by you during the recruitment process is correct. IDC Technologies would initiate any background and employment check directly or through third party against validation the information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

Employee has agreed to adhere with the terms and conditions of the employment agreement/ appointment letter which shall be subsequent issued by the company/employer (IDC).

If you wish to leave the services of the Company, a clear written notice of (Sixty 60) days has to be given to the Company in writing, in case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company/Client incurs consequent to the failure to give required written notice.

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

Thanking you,

Yours Sincerely

For IDC Technologies Solutions (I) Pvt. Ltd.



Signature of Employee
Durga Lakshman Salave

"ANNEXURE-A"

Compensation Details w.e.f 01-11-2022

Name :-	Durga Laxman Salave
Designation :-	Desktop Support L2
Location :-	Mumbai (Maharashtra)

Salary Component		Amount in (INR)	Amount in (INR)
		Per Month	Per Annum
A.	Basic & DA	13792	164856
	Bonus	1144	13728
	House Rent Allowance	2055	24672
	LTA	0	0
	Medical Reimbursement	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GROSS SALARY (Salary of Tax) (A)		16038	203256
B.	Employers Contribution - Provident Fund	1785	21432
	Employers Contribution - ESIC	550	6600
	Gratuity	0	0
	Insurance	0	0
TOTAL (B)		2336	28032
C.	Less Deduction		
	Employee - Provident Fund	1640	19780
	Employee - ESIC	127	1524
	PT	200	2400
	LWF	0	0
TOTAL (C)		1976	23712
Net Take Home Salary (A) - (C)		14062	179544
FIXED CTC (A) + (B)		19274	231288

Note: - 1) All taxes (PT, Income Tax and LWF etc.) will be applicable as per government norms. 2) As per Government norms if there is any changes happen in statutory limit (like EPF/ESIC etc.) than both components (employer and employee PART) will be become part of previous CTC, from effective date. 3) In the first Month Salary there will be deduction amount 3500/- of Group Mediclaim Policy (India Insure) which is mandatory as per legal compliance. It is applicable only for those who are not cover under ESIC.

Durga Laxman Salave

Signature



- This leave will not be considered for any encashment/carry forward and shall lapse at the time of end of contract/ six months

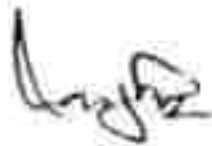
In token of your acceptance of the above mentioned terms and conditions of your engagement, Please sign and return the duplicate of this letter, We welcome you to our organization with best wishes for a successful career with us.

Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions of the agreement.

Note:

1. **CMS Family Suraksha Plan:** As per the company policies you will be enrolled in CMS Family Suraksha Plan, a Term life insurance plan with sum assured of 10 lacs or 1.5 times CTC whichever is higher. This is a participative policy with company contribution and employee contribution will be recovered in eight equal instalments. Please refer the HR policy for more information.
1. **Group Medical Insurance:** As per company policy you will be covered under medical insurance scheme of the company. Premium will be paid by the company.
2. **Group Personnel Accident Insurance:** As per company policy you will be covered under Group Personnel Accident Insurance cover of the company. premium will be paid by the company.
3. **Benevolence Fund:** As per company policy you will be covered under the Benevolence Fund which is a voluntary initiative by the Company, the contribution towards which shall be in terms of the relevant company policy.

Thanking you,
For CMS IT Services Pvt Ltd.,



Varghise K
Vice President - HR & Admin

Read and Accepted the Terms & Conditions of Employment

Consultant Name : _____

Consultant Signature : _____

Date : _____



November 02, 2022

Ms Snehal Praihad Chavan,
At Post Kalgaon Kalagaon(umbraj)Satara Satara 415109 Maharashtra.
Ph: 9370978051.

Dear Snehal Praihad Chavan,

- You will be engaged as a "Consultant" with the CMS IT Services Pvt Ltd., a company incorporated under the companies Act, 1956 (which expression shall include its affiliates, subsidiaries, and other group companies, hereinafter referred to as "CMS IT") & are expected to be available in the place of Service as instructed to you by the company from time to time as per the requirements.
- You will be paid consultancy fees of INR 22,500/- per month subject to deduction of Government Levies as applicable, in consideration of entire services provided by you to CMS IT. Your payments shall be subject to the provisions of applicable Tax, the compliance of which shall be taken care by you.
- The duration of this agreement is for a period of **One Year** commencing from **November 03, 2022** and ending on **November 02, 2023**, or your attaining superannuation age of the company which is 60 years currently, whichever falls early. Any extension thereof shall be at the sole discretion of the CMS IT. Your initial place of engagement will be at **Mumbai**.
- This agreement can be revoked/ terminated by Company at its convenience by giving **one month** prior written notice to the Consultant without assigning any reasons in this regards. Consultant shall also be eligible to terminate the agreement by issuing one month prior written notice to the company assigning reasons of such termination. However in such case, the consultant shall be liable to complete the task assigned before the date of receiving such notice from Consultant by the Company. Company shall also be liable to pay the approved consultancy fees for the job done by him during the transition period. If the due notice is not given by the Consultant, an amount equivalent to the one month consultancy fees shall be set off/ adjusted/recovered by the company from the dues payable to the Consultant on any account for the insufficient part of notice period.
- You shall render your services at location. However you may be required to render services to any branch, division or department of the company in India.
- As a Consultant you will not divulge or make known any dealings, accounts, or any other information relating to the company's current and future business without the written consent by the company.



JOB OFFER LETTER

Date: 15-11-2022

To,
Akshay Khabale
Vtc-wing-po-wing,
District:karad,district:satara
Satara - 415122
Maharashtra

Dear Akshay Khabale,

Greeting!!!

This has reference to your application and subsequent interview you had with us for the position of Desktop Support Engineer L2. We found you suitable for this Position and we believe you will be one of the valuable assets for the company.

If you accept this Job Offer, as per Company Policy you will be eligible to receive the following CTC (Rs.20780/-) per month from the date of your joining.

If you accept this Job Offer, Your joining Date will be 21-Nov-2022.

Initially, you shall be handling operations from Pune. Your immediate head of department / supervisor will be Hina Khao (Head Recruitment).

The Mutually agreed appointment letter will be handed over when you are willing to join us.

Sincerely,

Fd, Akshay Khabale
Akshay Khabale



Shivangi

Human Resource Executive



LETTER OF INTENT

Date: 16-Nov-2022


To: Saul Tomake

Dear Saul,

This Letter of Intent is to inform you about the interview conducted for the position of "IT Service Desk", for deployment at our Noida Office. We are pleased to inform that you have been selected for this position, with a starting date for employment **16-Nov-2022** on 700 Pm day. Please respond to us via e-mail whether you accept the offer.

For
Impact Infotech Pvt Ltd

Accepted by


Hitesh Bhatnagar
HR Manager
Recruiter - Hitesh Pachare

Saul Tomake



18th November 2022

Ms. PRACHITI SARJERAO CHAVAN
GHANSOLI

GHA/RIL/SDE

Dear Prachiti,

Subject: Employment offer letter

We are pleased to offer you employment in our organization as "Sr. Service Desk Engineer - MSR" on the terms and conditions as mutually agreed upon during the course of discussion.

You will be issued the formal letter of Appointment on your joining. You are advised to join us on or before 20th November 2022 at Ghansoli Office. In case you fail to join your duties by the date mentioned, the management reserves the right to cancel this offer letter.

Compensation Structure	Per Month	Annualised
Basic	15000	180000
HRA	7500	90000
Conveyance	1800	19200
Leave Travel Allowance	2000	24000
Medical Allowance	1250	15000
Other Allowance	3400	40800
Statutory Bonus	1250	15000
Gross Salary	32000	384000
PF - Employer's Contribution	1950	23400
Cost to Company	33950	407400
PF - Employee's Contribution	1800	21600
Professional Tax	200	2400
Net Pay	30000	360000
Medical Insurance	400	4800
Gratuity	721	8654
EL	583	7000
Total Cost to Company	35654	427848

You will also be eligible for Medical Insurance Coverage worth Rs 2,00,000/- per annum and Group Personal Accidental coverage of INR 5,00,000/-.

Please note that deductions will be made as per the present Government norms wherever applicable.

Earned Leave will be allotted as per statutory norms and can only be availed during your working tenure with the company.

Note: This offer is made to you in the form of email and hence, does not require signature.

48, 2nd Floor, Pimpri Industrial Area, Bangalore 560088



All documents mentioned in offer letter need to be submitted on or before 15 days from the date of joining else salary will be withheld till the receipt of documents.

CHECKLIST OF DOCUMENTATION

1. Copy of Education Qualification records (Marks Sheets of SSC, Intermediate, Diploma, Degree, and Masters etc.)
2. Relieving Letter issued by the previous employer and copy of the resignation Letter (duly attested by your HR or reporting manager)
3. Last 3 months pay slips and bank statement supporting the salary credit.
4. Address proof copy (Voter's ID Card/Aadhaar/PAN Card/Driving License/Passport).
5. Two passport size photographs.
6. Medical Fitness Certificate issued by the recognized medical Practitioner.

EMPLOYMENT TERMS & CONDITIONS

1. Your employment will be subject to verification of your credentials, antecedents and feedback reports that we receive from third party verifiers. If found unsatisfactory, your employment will be terminated without any further notice and you will not be eligible for any claims further made upon.
2. During your tenure of services, you may be advised to execute certain agreements for undergoing certain training programs, holding assets and training materials of the company, credit policy compliances etc.
3. Your employment will be bound by the company policies and general service conditions.

NOTICE PERIOD:

In case of your resignation, we reserve our right upon receiving notice from you, to waive such notice period and pay salary for the duration of notice period waived. However, you will have to serve 60 days' notice period. You will not be eligible for relieving letter if you quit services within three months from the date of joining.

For Communications Test Design India Pvt. Ltd.

Dr. Canute Pinto
Sr. Manager – HR



Note: This offer is made to you in the form of email and hence, does not require signature.

Nov 29, 2022

Offer ID : 261249

DHANASHRI ANIL PATIL

Yelapur, Sangli

Sangli 415405

MAHARASHTRA India

Dear DHANASHRI ANIL PATIL,

On behalf of Quest IT Staffing (A Division of Quest Corp Ltd.), (hereinafter referred to as "the Company") I am very pleased to offer you a position of **LI Service Desk Engineer** in our organization. Your joining date will be **Nov 29, 2022**.

On the first day of the employment, please report at:

HPI Reliance Project

Navi Mumbai

Reporting Time : 10:00 AM

You will be paid a annual salary(CTC) of Rs. 2,87,412. Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

Quest IT Staffing (A Division of Quest Corp Ltd.)

Stra HR: S.R. Infotech Complex, No.5/4-2, Thavarekere Main Road,
S. G. Palya, D.R. College Post

I look forward to welcoming you in our organization.

Should you need any further clarifications, please feel free to contact me.

Sincerely,

For Quest IT Staffing (A Division of Quest Corp Ltd).




Employee Signature

of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours. a) Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to, or perform similar services as provided by or available from the Company, for any clients of the Company. b) Will not seek and obtain employment, training, or contract for employment or seek to serve as you or otherwise to clients of the Company, customers, accounts or prospects, without the written permission of the Company. c) Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of the Company. d) Will refrain from doing any sort of business for any kind or any purpose with the list of Quest clients with which you were engaged with while you were employed with Quest. e) Unless pre-approved by the Company in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard. [b)al With Cause:] The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company. [b)al Without Cause:] In the event that the employment is terminated without Cause, the EMPLOYEE will be provided with a 30 days written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 30 days, calculated on the basis of the last basic salary. However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. Any or all of the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing. Employee is required to submit the tax documents (Investment Proof's) within a week from the date of operation. Failing which, the full and final settlement will be processed by deducting tax at source.

CTC Composition	Monthly Pay (Rs.)	Annual Pay (Rs.)
Basic Salary	14371.00	172452
House Rent Allowance	6568.00	78816
Bonus	1144.00	13728



[Handwritten Signature]
Employee Signature

November 30, 2022

Mr Sangram Bhagwan patil,
C/O Bhagwan Hanmant Patil, Walwa,
, Sangli, 416313 - Maharashtra.

Sub: Offer-cum-Appointment letter

Dear Sangram Bhagwan patil,

We are pleased to offer you an employment in our organisation as "**Desktop Support Engineer**" subject to the following terms and conditions of employment:

- 1.0 Your appointment will be with effect on or before **December 01, 2022**. You must report for work on or before the date indicated above or else any change in the date of joining must be mutually agreed to, in writing. In case you fail to join duties on the agreed date, this offer will become null and void and will stand withdrawn automatically without any prior notice.
- 2.0 You will be on probation for a period of six months. On completion of the probation period, your performance will be reviewed and based on the review the status of your employment will be decided by the Company. Until confirmed in writing by the Company, you will continue to be on probation.
- 3.0 You will be paid a total monthly gross salary as mentioned in the enclosed salary structure & gross annual CTC of **Rs 280,016** as per Annexure.
- 4.0 **Working Hours & Holidays:** You will follow the working hours and holiday calendar of the organization as per policy, amended from time to time. However, employees deployed at client sites are required to abide by the working hours and holiday calendar of the client's Work Location/Business Unit, as may be informed from time to time.
- 5.0 **Background verification & Reference:** This offer is subject to positive reference check and background verifications, to be conducted.
- 6.0 **Posting & Transfer:** Your place of work would be **Jaipur, India**. Your services are transferable to any department, branch office or establishment of the Company or its associates, subsidiaries, clients etc anywhere in India or abroad, in existence or in future.
- 7.0 **Effect of Re-organization:** You agree that if there is any reorganization of the Company, your employment shall stand modified to such other entity as the board of directors of the Company may determine.
- 8.0 **Training:** The Company has the right to send you for further training anywhere in India.
- 9.0 **Other Employment:** You will be a full time employee of the Company and will not engage yourself elsewhere directly or indirectly for any work either honorary or for remuneration without prior written permission from the Company.



**ANNEXURE
COMPENSATION DETAILS**

Name	Sangram Bhagwan patil	
Designation	Desktop Support Engineer	
Grade	P02	
Location	Jaipur	
Date Of Joining	December 01, 2022	
COMPONENTS	Amount PM (In Rs.)	Amount PA (In Rs.)
Basic	11,670	140,040
HRA	8,415	100,976
Statutory Bonus (Advance Pay)	614	7,168
GROSS SALARY	20,699	248,184
Retiral / Other Benefits		
PF - Employer Contribution	1,401	16,812
Gratuity	562	6,744
ESIC / Mediclaim	673	8,076
Total CTC	23,335	280,016

Note: Each component of the compensation package is subject to income tax rules as applicable from time to time.

CMS Family Suraksha Plan : As per the company policies you will be enrolled in CMS Family Suraksha Plan, a Term Life Insurance plan with sum assured of 10 lacs or 1.5 times CTC whichever is higher. This is a participative policy wherein both company and employee share the premium cost. Please refer the HR policy for more information.

Group Medical Insurance: As per company policy all employees not covered under ESIC benefits will be eligible for group medical insurance scheme of the company. Premium for the employee will be paid by the company while dependents coverage will be optional to the employee and premium cost will be borne by the employee.

Group Personnel Accident Insurance: As per company policy all employees will be covered under Group Personnel Accident Insurance cover of the company, premium for the employee will be paid by the company.

Yours Sincerely,
For CMS IT Services Pvt Ltd.,



Varghese k
Vice President - HR and Admin



Dec 07 2022

Snehal Patil

Dear Snehal Patil,

We are pleased to offer you the position of "Remote Support Engineer" subject to the following standard terms and conditions of employment:

- 1.0 Your appointment will be with effect on or before **Dec 08 2022**. You must report for work on or before the date indicated above or else any change in the date of joining must be mutually agreed to.
- 2.0 You will be on probation for a period of six months. On completion of the probation period, your performance will be reviewed and based on the review the status of your employment will be decided by the Company. Until confirmed in writing by the Company, you will continue to be on probation.
- 3.0 You will be paid a total monthly gross salary as mentioned in the enclosed salary structure (Annexure A).
- 4.0 **Working Hours:** Your duty hours will be regulated from time to time purely at the discretion of the Company.
- 5.0 **Background verification & Reference:** This offer is subject to positive reference check and background verifications, to be conducted.
- 6.0 **Posting & Transfer:** Your place of work would be **Mumbai, India**. Your services are transferable to any department, branch office or establishment of the Company or its associates, subsidiaries, clients etc anywhere in India or abroad, in existence or in future.
- 7.0 **Effect of Re-organization:** You agree that if there is any reorganization of the Company, your employment shall stand modified to such other entity as the board of directors of the Company may determine.
- 8.0 **Training:** The Company has the right to send you for further training anywhere in India.
- 9.0 **Other Employment:** You will be a full time employee of the Company and will not engage yourself elsewhere directly or indirectly for any work either honorary or for remuneration without prior written permission from the Company.
- 10.0 **Attendance:** If you remain absent for eight consecutive days without prior permission in writing or if you proceed on leave without sanction or over-stay the sanctioned leave for eight consecutive days without first getting it sanctioned, from your superiors, your services shall automatically come to an end and it will be presumed that you have abandoned the employment of your own accord. Under such circumstances, the Company will terminate your services without any notice or intimation.

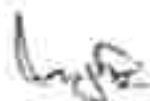


COMPENSATION DETAILS		
Name	Snehal Patil	
Designation	Remote Support Engineer	
Grade	P02	
Location	Mumbai	
Date Of Joining	Dec 08 2022	
COMPENSATION DETAILS		
COMPONENTS	Amount PM (In Rs.)	Amount PA (In Rs.)
Basic	13,740.00	1,64,880.00
HRA	1,441.00	17,292.00
Personal Allowance	0.00	0.00
Statutory Bonus (Advance Pay)	1,145.00	13,740.00
GROSS SALARY	16,326.00	1,95,912.00
RETIRAL / OTHER BENEFITS		
PF - Employer Contribution	1,649.00	19,788.00
GRATUITY	661.00	7,932.00
Insurance (Medical)	531.00	6,372.00
Total CTC	19,167.00	2,30,004.00

ANNEXURE

- Note:**
- Each component of the compensation package is subject to income tax rules as applicable from time to time.
 - Any considered payment, viz: refund of partial/full notice period recovery by previous employer, joining bonus, relocation expenses, protected payment of variable pay for any particular period or any such payment, will remain as an advance against your name for a period of one year from the date of such payment and you shall refund the same in full to CMS IT, in case of separation from the services of CMS IT for any reason, before completion of one year from the date of such payment.
 - CMS Family Suraksha Plan:** As per the company policies you will be enrolled in CMS Family Suraksha Plan, a Term life insurance plan with sum assured of 10 lacs or 1.5 times CTC whichever is higher. This is a participative policy with company contribution and employee contribution of Rs.840/- per annum which will be recovered in eight equal instalments. Please refer the HR policy for more information.
 - Group Medical Insurance:** As per company policy all employees not covered under ESIC benefits will be eligible for group medical insurance scheme of the company. Premium for the employee will be paid by the company while dependents coverage will be optional to the employee and premium cost will be borne by the employee.
 - Group Personal Accident Insurance:** As per company policy all employees will be covered under Group Personal Accident Insurance cover of the company, premium for the employee will be paid by the company.

With Best Wishes,
For CMS IT Services Pvt Ltd.,



Varghise K
Vice President – HR & Admin



Dec 07 2022

Rutuja Vijay Shinde

Dear Rutuja Vijay Shinde,

We are pleased to offer you the position of "Remote Support Engineer" subject to the following standard terms and conditions of employment:

- 1.0 Your appointment will be with effect on or before **Dec 08 2022**. You must report for work on or before the date indicated above or else any change in the date of joining must be mutually agreed to.
- 2.0 You will be on probation for a period of six months. On completion of the probation period, your performance will be reviewed and based on the review the status of your employment will be decided by the Company. Until confirmed in writing by the Company, you will continue to be on probation.
- 3.0 You will be paid a total monthly gross salary as mentioned in the enclosed salary structure (Annexure A).
- 4.0 **Working Hours:** Your duty hours will be regulated from time to time purely at the discretion of the Company.
- 5.0 **Background verification & Reference:** This offer is subject to positive reference check and background verifications, to be conducted.
- 6.0 **Posting & Transfer:** Your place of work would be **Mumbai, India**. Your services are transferable to any department, branch office or establishment of the Company or its associates, subsidiaries, clients etc anywhere in India or abroad, in existence or in future.
- 7.0 **Effect of Re-organization:** You agree that if there is any reorganization of the Company, your employment shall stand modified to such other entity as the board of directors of the Company may determine.
- 8.0 **Training:** The Company has the right to send you for further training anywhere in India.
- 9.0 **Other Employment:** You will be a full time employee of the Company and will not engage yourself elsewhere directly or indirectly for any work either honorary or for remuneration without prior written permission from the Company.
- 10.0 **Attendance:** if you remain absent for eight consecutive days without prior permission in writing or if you proceed on leave without sanction or over-stay the sanctioned leave for eight consecutive days without first getting it sanctioned from your superiors, your services shall automatically come to an end and it will be presumed that you have abandoned the employment of your own accord. Under such circumstances, the Company will terminate your services without any notice or intimation.



COMPENSATION DETAILS		
Name	Rutuja Vijay Shinde	
Designation	Remote Support Engineer	
Grade	P02	
Location	Mumbai	
Date Of Joining	Dec 08 2022	
COMPENSATION DETAILS		
COMPONENTS	Amount PM (In Rs.)	Amount PA (In Rs.)
Basic	13,740.00	1,61,880.00
HRA	1,441.00	17,292.00
Personal Allowance	0.00	0.00
Statutory Bonus (Advance Pay)	1,145.00	13,740.00
GROSS SALARY	16,326.00	1,95,912.00
RETIRAL / OTHER BENEFITS		
PF - Employer Contribution	1,649.00	19,788.00
GRATUITY	661.00	7,932.00
Insurance (Mediclaim)	531.00	6,372.00
Total CTC	19,167.00	2,30,004.00

ANNEXURE

Note:

- Each component of the compensation package is subject to income tax rules as applicable from time to time.
- Any considered payment, viz. refund of partial/full notice period recovery by previous employer, joining bonus, relocation expenses, protected payment of variable pay for any particular period or any such payment, will remain as an advance against your name for a period of one year from the date of such payment and you shall refund the same in full to CMS IT, in case of separation from the services of CMS IT for any reason, before completion of one year from the date of such payment.
- CMS Family Suraksha Plan:** As per the company policies you will be enrolled in CMS Family Suraksha Plan, a Term life insurance plan with sum assured of 10 lacs or 1.5 times CTC whichever is higher. This is a participative policy with company contribution and employee contribution of Rs.840/- per annum which will be recovered in eight equal instalments. Please refer the HI policy for more information.
- Group Medical Insurance:** As per company policy all employees not covered under ESIC benefits will be eligible for group medical insurance scheme of the company. Premium for the employee will be paid by the company while dependant coverage will be optional to the employee and premium cost will be borne by the employee.
- Group Personnel Accident Insurance:** As per company policy all employees will be covered under Group Personnel Accident Insurance cover of the company, premium for the employee will be paid by the company.

With Best Wishes,
For CMS IT Services Pvt Ltd.,



Varghise K
Vice President – HR & Admin





Date: 08 Dec 2022

Geetanjali Salunkhe

salunkhegeetanjali4@gmail.com

9307779016

Offer Letter

Dear Geetanjali Salunkhe,

Congratulations! We are pleased to confirm that you have been selected in our company SVN Systech India Pvt Ltd.. We are delighted to make you the following job offer:

The position offered is of EUC Support Engineer L3 we would like you to start on 12 Dec 2022 in our esteemed project TCS - TCL. On joining you will be invited to our HR Tool, GreyHR.

Please send acceptance by replying to this mail within 7 days to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of SVN Systech India Pvt Ltd. and look forward to working with you.

The details of the salary breakup is given below in the annexure of this letter.

Thanking You,



For SVN Systech India Pvt Ltd.

Sagar Nayak

Vice President

Annexure

Particulars	Monthly CTC
Basic	12,000.00
HRA	3,122.00
Conveyance	2,000.00
Special Allowance	750.00
Bonus	1,000.00
Gross	18,872.00
Less: ESIC @ 0.75%	142.00
Less: PF @ 12% of Basic	1,530.00
Less: Prof. Tax	200.00
Net Salary	17,000.00
Medical Insurance	0.00
Gratuity	0.00
Employer contribution to LWF	8.00
Employer contribution to ESIC @ 3.25%	614.00
Employer contribution EPF @ 13% of Basic	1,658.00
CTC	21,151.00





Date: 08 Dec 2022

Geetanjali Salunkhe

salunkhegeetanjali4@gmail.com

9307779016

Offer Letter

Dear Geetanjali Salunkhe,

Congratulations! We are pleased to confirm that you have been selected in our company SVN Systech India Pvt Ltd. We are delighted to make you the following job offer:

The position offered is of EUC Support Engineer L1 we would like you to start on 12 Dec 2022 in our esteemed project TCS - TCL. On joining you will be invited to our HR Tool, GreyHR.

Please send acceptance by replying to this mail within 7 days to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of SVN Systech India Pvt Ltd. and look forward to working with you.

The details of the salary breakup is given below in the annexure of this letter.

Thanking You,



For SVN Systech India Pvt Ltd.

Sagar Nayak

Vice President

Annexure

Particulars	Monthly CTC
Basic	12,000.00
HRA	3,122.00
Conveyance	2,000.00
Special Allowance	750.00
Bonus	1,000.00
Gross	18,872.00
Less: ESIC @ 0.75%	142.00
Less: PF @ 12% of Basic	1,530.00
Less: Prof. Tax	200.00
Net Salary	17,000.00
Medical Insurance	0.00
Gratuity	0.00
Employer contribution to LWF	8.00
Employer contribution to ESIC @ 3.25%	614.00
Employer contribution EPF @ 13% of Basic	1,658.00
CTC	21,151.00





Nov 29, 2022

Offer ID : 261249

DHANASHRI ANIL PATIL

Yelapur, Sangli

Sangli 415405

MAHARASHTRA India

Dear **DHANASHRI ANIL PATIL**,

On behalf of Quess IT Staffing (A Division of Quess Corp Ltd.), (Hereinafter referred to as "the Company") I am very pleased to offer you a position of **L1 Service Desk Engineer** in our organization. Your joining date will be **Nov 29, 2022**.

On the first day of the employment, please report to:

HPI Reliance Project

Navi Mumbai

Reporting Time : 10:00 AM

You will be paid a annual salary(CTC) of Rs. 2,87,412. Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

Quess IT Staffing (A Division of Quess Corp Ltd.)

Att: HR: S.R. Infotech Complex, No.5/4-2, Tharankere Main Road,
S. G. Palya, D.R. College Post.

I look forward to welcoming you in our organization.

Should you need any further clarifications, please feel free to contact me.

Sincerely,

For Quess IT Staffing (A Division of Quess Corp Ltd),



Employee Signature

Anil Kumar N

GM - HR & Employee Engagement

of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours.

a) Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to, or perform similar services as provided by or available from the Company, for any clients of the Company. b) Will not seek and obtain employment, training, or contract for employment or seek to serve as you or otherwise to clients of the Company, customers, accounts or prospects, without the written permission of the Company. c) Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of the Company. d) Will refrain from doing any sort of business for any kind or any purpose with the list of Quess clients with which you were engaged with while you were employed with Quess. e) Unless pre-approved by the Company in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard. [but With Cause:] The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company. [but Without Cause:] In the event that the employment is terminated without Cause, the EMPLOYEE will be provided with a 30 days written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 30 days, calculated on the basis of the last basic salary. However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. Any or all of the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing. Employee is required to submit the tax documents (Investment Proofs) within a week from the date of operation. Failing which, the full and final settlement will be processed by deducting tax at source.

CTC Composition	Monthly Pay (Rs.)	Annual Pay (Rs.)
Basic Salary	14371.00	172452
House Rent Allowance	6568.00	78816
Bonus	1144.00	13728


Employee Signature

JOB OFFER LETTER

Date: 15-11-2022

To,

Akshay Khabale

Viz.ving.p@wing

District Karad, district satara

Satara - 415122

Maharashtra

Dear Akshay Khabale,

Greeting!!!

This is reference to your application and subsequent interview you had with us for the position of Desktop Support Engineer L2. We found you suitable for this Position and we believe you will be one of the valuable assets for the company.

If you accept this Job Offer, as per Company Policy you will be eligible to receive the following CTC: Rs.20780/- per month from the date of your joining.

If you accept this Job Offer, Your joining Date will be 23-Nov-2022.

Initially, you shall be handling operations from Pune. Your immediate head of department / supervisor will be Hina Khan [Head Recruitment].

The mutually agreed appointment letter will be handed over when you are willing to join us.

Sincerely,

For, Acute Informatics Pvt. Ltd.



Shivangi Shinde

Human Resource Executive





IDC Technologies Solutions (I) Pvt. Ltd.
 7th Fl, Sector-07, Noida, U.P. 201301
 Tel: +91-120-4200000

3

Date: 21-Nov-22
 Ref No IDC/CRHR/2022/W1120

Mr./Ms. Akanksha Chandran More,
 Killa
 Multimedix Gali,
 Sangli
 Maharashtra - 425302

Letter of Intent

Dear Akanksha Chandran More,

We are pleased to offer you a position with IDC Technologies (I) Pvt. Ltd. as a Desktop Support LI. You may be deployed to Client Site as a representative of the company in order to fulfil the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before 22-Nov-22 at Mumbai. Your gross annual compensation, inclusive of all applicable taxes shall be INR 21,60,000/- (Details Attached in Annexure - "A"), in case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of intent.

Please submit following documents (self-attested) well before the time of joining:

- Complete Application form (copy enclosed)
- Form-11 (for Provident Fund), Form-2 (Nomination & declaration), Form-4 (EPF) and Form-F (for Gratuity) (all forms attached with e-mail).
- Copy of PAN card.
- Copy of Passport.
- Copy of Aadhar Card.
- Address Proof (DL/Electricity Bill/Telephone Bill/Utility Card etc.)
- Copy of the signed Non-disclosure agreement.
- Copy of relieving/Experience letters/Recognition Acceptance from HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the current & previous employers.
- Last 3 months salary slips in (original).
- Tax Certificates/Form 16 of previous employers for the current financial year.
- Six passport size photographs (Color).

On receiving the above-mentioned documents, the Appointment Letter and terms & conditions of employment would be issued to you. We assure that all the information furnished by you during the recruitment process is correct. IDC Technologies would initiate any background and employment check directly or through third party agency, utilizing the information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

Employee has agreed to adhere with the terms and conditions of the employment agreement/ appointment letter which shall be subsequent issued by the company/employer (IDC).

If you wish to leave the services of the Company, a prior written notice of (Eight 08) days has to be given to the Company/Client. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charge/ liability Company/Client incurs consequent to the failure to give required written notice.

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

Thanking you,

Yours Sincerely,

For IDC Technologies Solutions (I) Pvt. Ltd.



(Handwritten Signature)

Signature of Employee
 Akanksha Chandran More



"ANNEXURE-A"

Compensation Details w.e.f. 22-11-2022

Name :-	Akanksha Dhondiram More
Designation :-	Desktop Support L1
Location :-	Mumbai (Maharashtra)

Salary Component		Amount in (INR)	Amount in (INR)
		Per Month	Per Annum
A.	Basic & DA	13725	164700
	Bonus	1546	13725
	House Rent Allowance	893	8310
	LTA	0	0
	Medical Reimbursement	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GROSS SALARY (Salary of Tax) (A)		15775	166800
B.	Employers Contribution - Provident Fund	1768	21422
	Employers Contribution - ESIC	506	6072
	Gratuity	0	0
	Insurance	0	0
	TOTAL (B)	2274	27504
C.	Less Deduction		
	Employee - Provident Fund	1848	19788
	Employee - ESIC	117	1404
	PT	200	2400
LWF	0	0	
TOTAL (C)	2165	23592	
Net Take Home Salary (A) - (C)		13610	163308
FIXED CTC (A) + (B)		17847	214304

Note: - 1) All taxes (PT, Income Tax and LWF etc.) will be applicable as per government norms. 2) As per Government norms if there is any changes happen in statutory first (like EPF/ESIC etc.) then both components (employer and employee PART) will be become part of previous CTC, from effective date. 3) In the First Month Salary there will be deduction amount 3200/- approx. on account of Group Mediclaim Policy (GMP), Group Personal Accidental Policy (GPA) and Group Term Assurance Policy (GTA) which is mandatory as per legal compliance. Group Mediclaim Policy (GMP) is applicable only for those who are not covered under ESIC.

Akanksha Dhondiram More



Signature



IDC Technologies Subsystems (I) Pvt. Ltd.
 2nd Flr, Sector-47, Noida-201 301
 Tel: +91-120-4281000

6

Date: 01-Nov-22
 Ref No: IDC/ODHR/2022/W1059

Mr./Ms. Akshay Chandra Kant Gokhawad,
 Walgawa
 Hazrat
 Sahara,
 Maharashtra - 415124

Letter of Intent

Dear Akshay Chandra Kant Gokhawad,

We are pleased to offer you a position with IDC Technologies (I) Pvt. Ltd. as a Desktop Support L2. You may be required to Client Site as a representative of the company in order to fulfil the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before 01-Nov-22 at Mumbai, your gross annual compensation (inclusive of all applicable taxes shall be INR 231250/- (Details Attached in Annexure -"A"), in case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of intent.

Please submit following documents (self attested) well before the time of joining.

- Complete Application form (copy enclosed).
- Form-13 (for Provident Fund), Form-2 (Nomination & Declaration), Form-4 (BEO) and Form-P (for Gratuity) (all forms attached with e-mail).
- Copy of PAN card.
- Copy of Passport.
- Copy of Aadhar Card.
- Address Proof (DL/Electricity Bill/Telephone Bill/Voter Card etc.)
- Copy of the signed Non-disclosure agreement.
- Copy of relieving/Experience letter/Resignation Acceptance Form HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the current & previous employers.
- Last 3 months salary slips in (original).
- Tax Certificate/Form-16 of previous employers for the current financial year.
- 2x passport size photographs (color).

On receiving the above-mentioned documents, the Appointment Letter and terms & conditions of employment would be issued to you. We assure that all the information furnished to you during the recruitment process is correct. IDC Technologies would assume any background and employment check directly or through third party against violations for information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

Employee has agreed to adhere with the terms and conditions of the employment agreement/ appointment letter which shall be subsequently issued by the company/employer (IDC).

If you wish to leave the services of the Company, a clear written notice of (Not less than 30) days has to be given to the Company/Client. In case of failure to give such written notice within the prescribed time, you are bound to take good the loss suffered by the Company and any other charges/ liabilities Company/Client incur as assigned to the failure to give required written notice.

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

Thanking you,

Yours Sincerely,

For IDC Technologies Subsystems (I) Pvt. Ltd.



Signature of Employee
 Akshay Chandra Kant Gokhawad

"ANNEXURE-A"

Compensation Details w.e.f. 01-11-2022

Name :-	Akshay Chandrasant Galkwad
Designation :-	Desktop Support L2
Location :-	Mumbai (Maharashtra)

Salary Component		Amount in (INR)	Amount in (INR)
		Per Month	Per Annum
A.	Basic & DA	12738	152856
	Bonus	1144	13728
	House Rent Allowance	2000	24000
	LTA	0	0
	Medical Reimbursement	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GROSS SALARY (Salary of Tax) (A)		15916	190984
B.	Employers Contribution - Provident Fund	1796	21552
	Employers Contribution - ESIC	550	6600
	Gratuity	0	0
	Insurance	0	0
	TOTAL (B)	2346	28152
C.	Less Deduction		
	Employee - Provident Fund	1643	19716
	Employee - ESIC	127	1524
	PT	300	3600
	LWF	0	0
TOTAL (C)	1970	23840	
Net Take Home Salary (A) - (C)		14946	177144
Fixed CTC (A) + (B)		18262	219136

Note - 1) All taxes (PT, Income Tax and LWF etc.) will be applicable as per government norms. 2) As per Government Norms if there is any changes happen in statutory limit (like EPF/ESIC etc.) then both components (employer and employee PART) will be become part of previous CTC, from effective date. 3) In the First Month Salary there will be deduction amount 2500/- of Group Medical Policy (India Insure) which is mandatory as per legal compliance. It is applicable only for those who are not cover under ESIC.

Akshay Chandrasant Galkwad



Signature





Dated: 01-Nov-22
 Ref. No IDC/OBHR/2022/W1052

Mr./Ms. Durga Laxman Salave,
 KOPARDE HAVELI TAL KARAD
 Kojarde Haveli,
 Satara,
 Maharashtra - 415115

Letter of intent

Dear Durga Laxman Salave,

We are pleased to offer you a position with IDC Technologies Sol (I) Pvt. Ltd. as a Desktop Support L2. You may be deputed to Client Site as a representative of the company in order to fulfil the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before 01-Nov-22 at Mumbai. Your gross annual compensation, inclusive of all applicable taxes shall be INR 222288/- (Details Attached in Annexure - "A"). In case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of intent.

Please submit following documents (self-attested) well before the time of joining:

- Complete Application form (copy enclosed).
- Form-22 (for Provident Fund), Form-2 (nomination & declaration), Form-1 (ESIC) and Form-F (for Gratuity) (all forms attached with e-mail).
- Copy of PAN card.
- Copy of Passport.
- Copy of Aadhar Card.
- Address Proof (DL/Electricity Bill/Telephone Bill/Electro Card etc.)
- Copy of the signed Non-disclosure-agreement.
- Copy of relieving/Experience letters/Resignation Acceptance from HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the current & previous employers.
- Last 3 months salary slips in (original).
- Tax Certificate/Form 16 of previous employers for the current financial year.
- Six passport size photographs (Color).

On receiving the above-mentioned documents, the Appointment Letter and terms & conditions of employment would be issued to you. We assume that all the information furnished by you during the recruitment process is correct. IDC Technologies would initiate any background and employment check directly or through third party against validation the information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

Employee has agreed to adhere with the terms and conditions of the employment agreement/ appointment letter which shall be subsequently issued by the company (employer IDC).

If you wish to leave the services of the Company, a clear written notice of (Sixty 60) days has to be given to the Company/Client. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company/Client incurs consequent to the failure to give required written notice.

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

Thanking you,
 Your Sincerely

For IDC Technologies Solutions (I) Pvt. Ltd.



Signature of Employee
 Durga Laxman Salave

"ANNEXURE-A"

Compensation Details w.e.f. 01-11-2022

Name :-		Durga Laxman Salave	
Designation :-		Desktop Support L2	
Location :-		Mumbai (Maharashtra)	
Salary Component		Amount in (INR)	Amount in (INR)
		Per Month	Per Annum
A	Basic & DA	12728	154800
	Bonus	1144	13728
	House Rent Allowance	2088	24672
	LTA	0	0
	Medical Reimbursement	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GRAND SALARY (Salary of Tax) (A)		16956	203256
B	Employers Contribution - Provident Fund	1786	21432
	Employers Contribution - ESIC	550	6000
	Gratuity	0	0
	Insurance	0	0
TOTAL (B)		2336	28032
C	Less Deduction		
	Employee - Provident Fund	1548	18768
	Employee - ESIC	127	1524
	PT	200	2400
LWF	0	0	
TOTAL (C)		1975	23712
Net Take Home Salary (A) - (C)		14981	179544
FIXED CTC (A) + (B)		19292	231288
<p>Note: - 1) All taxes (PT, Income Tax and LWF etc.) will be applicable as per government norms. 2) As per Government norms if there is any changes happen in statutory limit (like EPF/ESIC etc.) then both components (employer and employee PART) will be become part of previous CTC, from effective date. 3) In the First Month Salary there will be deduction amount 2500/- of Group Medical Policy (Health Insure) which is mandatory as per legal compliances. It is applicable only for those who are not cover under ESIC.</p>			
Durga Laxman Salave			
Signature			





saama



Ref: 3837
2nd October 2022

(Confidential)

Sajid Mujawar
Pune

Sub: - Employment Letter

Dear Sajid,

We are pleased to extend an appointment of employment to you with us, one of the largest pure-play data science solutions and services company, Saama Technologies (India) Pvt. Ltd. (The Company).

We loved knowing about you and felt that you can be a great addition to the team. Considering our conversations and your fitment, you are offered the role of "Associate IT Application Analyst" at "P2" Level.

The terms & conditions of the appointment are as follows:

1. Date And Location of Commencement:

- a) Date of Joining: Your employment with the company shall commence not later than 03 Oct 2022.
- a) Location of Joining: Your joining location will be Pune - Saama Technologies,
IT-B, 10th Floor, Blue-Ridge Township, Near Rajiv Gandhi InfoTech Park-Phase-I, Hinjewadi, Pune-411 057

2. Compensation :

Your total salary expressed as Cost to Company (CTC) will be INR. 650000/- per annum, which includes a Performance Variable Pay of INR 70000 /- This has been detailed in the Compensation sheet in Annexure A.

- a) Your compensation/benefits details are as per the Annexure-A & B. Your compensation consist of Basic Salary, House Rent Allowance, Transport Allowance, Medical Reimbursement, and other allowances as per Company's prevailing policies. PF and Gratuity deductions will be made from your compensation, as per statutory compliances. Your compensation is confidential and shall not be discussed or disclosed to anyone within or outside the company without the prior written permission from the company.
- b) The total annual compensation includes certain variable component which is based on overall company performance, the group/divisional performance and individual performance and will be announced separately. The amount mentioned in the annexure is average possible quantum.

3. Leaves and Holidays :

Saama believes in that associate should never run out of leaves. Hence, you will be eligible for 21 paid leaves in a year. In addition to that, you will be also eligible for additional leaves whenever needed like Study Leaves, Emergency Support Leaves, Bereavement Leaves and also we have leave donation and leave in advance policy. You will also be eligible for 10 Holidays as per prevailing Company's Rules and public holidays as declared by the Company.



Sajid Mujawar
2022-10-02 10:11:45 AM

Private and Confidential
ANNEXURE - A
COMPENSATION STRUCTURE

Employee Name: Sajid Mujawar
Level: P2
Designation: Associate IT Application Analyst

COMPENSATION STRUCTURE	MONTHLY EARNING (INR)	ANNUAL EARNING (INR)
Basic	18373.00	220476.00
House Rent Allowance	9187.00	110244.00
FEP	17480.00	209875.00
Gross Salary (INR)	45040.00	540385.00
Employer's Contribution to PF	1800.00	21600.00
Contribution based Performance Pay*	5533.00	70000.00
Gratuity	884.00	10605.00
Mediclaime	600.00	7200.00
Cost to Company (CTC) (INR)	54167.00	650000.00

Note:

CPP - Contribution-based Performance Pay is your Contribution driven Performance Pay, which will be paid to you quarterly. You can earn upto 110% of your CPP for Hi-Performance. For associates from P6 and above a part of the CPP will be BU/Organization based, which ranges from 10% to 20% considering your level and role, which will be disbursed annually.

Over and above the CPP, you will also be eligible for an extra EARNING POTENTIAL under ABC (Above and Beyond Contribution) Program from 10% to 35% of your Performance Pay, based on your individual and company performance.

Performance Pay (CPP and Extra Earning Potential) is a discretionary component and is subjected to the prevailing company policies from time to time. The amount of pay, payout calculation criteria, and the payout date(s) are at the sole discretion of the company and may change from time to time. You will be eligible for Individual Performance Pay till your last working day with Saama. However, you will have to be on the payroll and not serving the notice period for earning the EXTRA earning potential component and BU/Org Performance Pay.

Statutory Bonus payable under Payment of Bonus Act, 2015 is a part of Performance Variable Pay. Gratuity accruals shall apply as per the "The Gratuity Act 1972". Please refer Annexure B for Employee Benefits.

Your compensation details are strictly personal and confidential and should not be disclosed to others.

For Saama Technologies (India) Pvt. Ltd.


Rakesh Rajendran
Country Head - India



Accepted


Sajid Mujawar


Sajid Mujawar

Mr. Pravin Patil
Shrikravath mandir Jewell, mumbai-retail,
rajalokhale, Netaji, barghi, Maharashtra - 415408
Mobile Number: +91 7778802673
Email id: pravinpatil31242@gmail.com

Date: 3rd October 2022

Subject - Offer of Appointment

Dear Mr. Pravin Patil

It is our pleasure to welcome you to Kinsfolk Technology Private Limited.

- With reference to our discussions, we are pleased to offer you appointment in our organization as System Engineer AD LL. Your base location will be Mumbai/Pune. There is a possibility that your base location may change before or after the date of your joining. You may be required to travel on short/long term assignments anywhere in India and outside India.
- Your Annual Total Compensation will be ₹ 5,00,000 Per Annum Only (INR Five lakhs Per Annum Only). Please refer Annexure-A for details on the compensation and statutory deductions. Your remuneration package is strictly confidential between you and here after, referred as the company and should not be disclosed with anyone nor divulged to anyone in any manner whatsoever.
- Your primary responsibilities would include but are not limited to:
 - Performing L1 and L2 activities monitoring.
 - Performing AD/patch activities.
- Your joining date will be on 3rd October 2022. The Offer stands withdrawn thereafter, unless the given date is extended and communicated to you in writing by the company. Your employment with us will be governed by terms and conditions as specified in Annexure-B.
- On the date of joining, you are requested to report to our client location, Bank of India Building Plot No 11, Sector 11, CBD Belapur, Navi Mumbai, Maharashtra, India - 400614. Before joining, you are expected to submit all of the documents as per Annexure - D to the HR Team.
- Please note that this Offer is subject to your being given a clear background check either at the time of reporting / joining or thereafter depending upon our receipt of the background check report from the agency.
- Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to Shalish Dabekar.
- For any clarification / further information on employment terms and conditions, please get in touch with Shalish Dabekar (E-Mail: sd@kinsfolktechno.com).

For Kinsfolk Technology Private Limited



Shalish Dabekar
Manager HR

Enclosed: Annexure-A (Salary Structure), Annexure-B (Important / Indicative Terms & Conditions of Employment), Annexure-C (Medical Self Declaration), Annexure-D (Check list of Documents), Annexure-E (Non-Disclosure Agreement), Annexure F - Intellectual property Assignment, Annexure-G - General Comment

Accepted By: Mr. Pravin Patil

Date:

Signature of Candidate:

Annexure - A

Breakup of Remuneration in INR

Name		Mr. Pravin Patil	
Designation		System Engineer AD 11	
	Content	Calculation-Monthly(₹)	Calculation-Annual(₹)
	CTC	41,666.67	500,000.00
1	Basic	16,666.67	200,000.00
2	House Rent Allowance	6,666.67	80,000.00
3	Conveyance Allowance	1,600.00	19,200.00
4	Medical Reimbursement	1,250.00	15,000.00
5	LTA	1,389.00	16,667.00
6	Special Allowance	10,104.33	121,252.00
	Gross Earning (A)	37,676.67	452,120.00
7	Company Contribution to Provident Fund	1,800.00	21,600.00
8	Gratuity	801.67	9,620.00
9	Bonus	1,188.33	14,260.00
	Total (B)	3,990.00	47,880.00
	Total Earning (A+B)	41,666.67	500,000.00
10	Employee Contribution to PF	1,800.00	21,600.00
11	Professional Tax	200.00	2,500.00
12	TDS		
	Gross Deduction (C)	2,000.00	24,100.00
	Net Salary (A) - (C)	35,676.67	428,020.00

Note: *Income Tax will be calculated on the basis of investment declaration.

Annexure details including deduction is mentioned in next page.



BSL/HR/APPT/2022-1023035

October 4, 2022

Akshay Ramchandra Nandke
Anand Nagar,
Bangalore, Maharashtra, 560037

Letter of Offer-cum-Appointment

Dear Akshay Ramchandra Nandke,

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as Analyst (4A) with Birlasoft Limited ("Birlasoft/Company").

We take this opportunity to appreciate your decision to join Birlasoft family. As mutually agreed upon, your joining will be on or before October 7, 2022.

This Letter of Offer-cum-Appointment and its terms will become effective only from the date of your joining and post issuance of "Letter of Confirmation of Appointment" by HR upon your joining.

The emphasis in our journey together will be aligned to our Core Values of being "Engaged, Dependable and Challenger", and in this journey we will establish benchmarks that others may follow. We remain dedicated to maintain a workplace that respects and values people from diverse backgrounds and facilitates all employees to do their very best. Our inclusive work environment uniquely combines the talent, experience, and perspectives of each employee that make us successful. We are confident that Birlasoft and you will make a great team.

Your employment with us will be governed by the terms and conditions as detailed in Annexure A. Your compensation would be as outlined in Annexure B.


Employment as per this offer for appointment is subject to your confirmation and acknowledgement made during the interview that you are medically fit to perform your regular duties. In case you are not medically fit on the above mentioned date of your joining, this offer will stand automatically withdrawn.

It is a precondition to your joining that on or before the date of joining, you would be required to furnish filled in 'Employment Application Form' along with photocopies of all documents as listed in Annexure C.

During the course of your employment with the Company, you will be subject to terms and conditions set out in this offer letter and the Company's policies, practices and procedures, as notified to the employees of the company, from time to time by way of e-mail communication. The policies of the Company are/ shall be available in its internet portal/site which is accessible to all employees.

We are proud to welcome you as a Birlasoftian, and wish you a long, productive and satisfying career at Birlasoft.

Yours sincerely,
For and behalf of Birlasoft Limited,


Girish Sharma
Senior Vice President

**Birlasoft Limited**

Akshay Ramchandra Nandke	1003935
--------------------------	---------

ANNEXURE B

NAME: Akshay Ramchandra Nandke
 SALARY COMPENSATION w.e.f. DATE: October 7, 2022

Sr.No	Salary Components	Yearly Amount (INR)
1)	Basic Salary	181,200.00
2)	Monthly Bonus*	35,240.00
3)	Basket of Allowance* (3A+3B)	29,905.00
3A)	House Rent Allowance	9,060.00
3B)	Additional / Special Allowance	20,845.00
4)	Employer's contribution to Provident Fund	21,744.00
5)	Fixed Compensation	269,090.00
6)	Variable Performance Incentive**	0.00
7)	Medical Insurance Premium††	10,910.00
8)	Total Target Compensation	280,000.00
9)	National Provision for Statutory Gratuity***	8,716.00
10)	Cost to Company	288,716.00

*Monthly Bonus: is a fixed bonus paid to employees monthly. It will account towards payment of bonus act (PCBA)

*Basket of allowances consists of Additional/Special allowance and all other components like HRA, Leave Travel Allowance, Child Education Allowance, Meal Allowance, Fuel & Maintenance Allowance, Driver's Salary, Professional Development Allowance, National Pension Scheme. Special allowance is residual amount after deducting the amount to other allowances.

** Variable Performance Incentive shown here is an indicative amount at 100% and actual payout may vary based on the defined goals // scores card // Business Unit performance // Individual Performance // Company Performance, as applicable. This will be payable as per the Incentive Policy of the organization. The frequency is also stated in the policy.

*** Gratuity will be payable on completion of five years of continuous services with the Company, as per the Payment of Gratuity Act, 1972

For employees who are eligible for ESIC (Employees State Insurance Corporation), both Employer and Employee will contribute the amounts as applicable as per the ESIC Act.

All the above remuneration including any variable pay will be subject to deduction at sources as per the income tax act.

†† Medical insurance Premium may change based on the latest insurance plans and coverage as per the renewals or changes that happen periodically.



Birlasoft Limited



November 02, 2022

Ms Snehal Pralhad Chavan,
At Post Kalgaon Kalagaon(umbraj)Satara Satara 415 109 Maharashtra.
Ph: 9370978051.

Dear Snehal Pralhad Chavan,

- You will be engaged as a "Consultant" with the CMS IT Services Pvt Ltd., a company incorporated under the companies Act, 1956 (which expression shall include its affiliates, subsidiaries, and other group companies, hereinafter referred to as "CMS IT") & are expected to be available in the place of Service as instructed to you by the company from time to time as per the requirements.
- You will be paid consultancy fees of INR 22,500/- per month subject to deduction of Government Levies as applicable, in consideration of entire services provided by you to CMS IT. Your payments shall be subject to the provisions of applicable Tax, the compliance of which shall be taken care by you.
- The duration of this agreement is for a period of One Year commencing from November 03, 2022 and ending on November 02, 2023, or your attaining superannuation age of the company which is 60 years currently, whichever falls early. Any extension thereof shall be at the sole discretion of the CMS IT. Your initial place of engagement will be at Mumbai.
- This agreement can be revoked/ terminated by Company at its convenience by giving one month prior written notice to the Consultant without assigning any reasons in this regards. Consultant shall also be eligible to terminate the agreement by issuing one month prior written notice to the company assigning reasons of such termination. However in such case, the consultant shall be liable to complete the task assigned before the date of receiving such notice from Consultant by the Company. Company shall also be liable to pay the approved consultancy fees for the job done by him during the transition period. If the due notice is not given by the Consultant, an amount equivalent to the one month consultancy fees shall be set off/ adjusted/recovered by the company from the dues payable to the Consultant on any account for the insufficient part of notice period.
- You shall render your services at location. However you may be required to render services to any branch, division or department of the company in India.
- As a Consultant you will not divulge or make known any dealings, accounts, or any other information relating to the company's current and future business without the written consent by the company.



- In rendering your services you will strictly abide by and adhere to the instructions issued to you by the concerned Business Head.
- You will be responsible for safekeeping and return in good condition and order all our property / Documents, which may be in your use, custody and charge on demand, or at the termination of this Agreement, whichever shall come first.
- You are requested to mention your PAN No. & GSTN, if any on all claims/bills submitted to us.
- On completion / termination of this agreement, you will not join/ serve any Organization/ Company which are engaged in similar business directly or indirectly for a period of six months, without written consent from CMS IT Services Pvt Ltd.
- During your engagement with our Company any intellectual property which may arise out of this relation will exclusively belong to the Company.
- In the event you breaches, or threatens to breach any of the covenants expressed herein, the damages to the Company will be difficult to quantify; therefore, the Company may apply to a court of competent jurisdiction for injunctive or other equitable relief to restrain such breach or threat of breach, without disentitling the Company from any other relief in either law or equity.
- You agrees that in carrying out his duties and responsibilities under this Agreement, you will neither undertake nor cause, nor permit to be undertaken, any activity which either (i) is illegal under any laws, decrees, rules, or regulations in effect; or (ii) would have the effect of causing the Company to be in violation of any laws, decrees, rules, or regulations in effect. Consultant agrees to notify the Company immediately of any extortion solicitation, demand, or other request for anything of value, by or on behalf of any entity or individual, relating to the subject matter of this Agreement.
- You shall indemnify and keep the company indemnified throughout the aforesaid period from any damage, loss, claim or action arising directly or indirectly through any act of commission or omission on the part of or by or through you.
- This Engagement is not assignable by you, whether by operation of law or otherwise.
- Jurisdiction: Any dispute between yourself and the Company must be resolved mutually. In case, the dispute is not settled mutually then the same can be settled in the exclusive jurisdiction of the courts at Mumbai only.
- It is hereby agreed and understood by and between the parties hereto that if any of the clauses herein above are held to be partially or wholly invalid this will not invalidate the entire agreement.
- You will be eligible for One leave per month during this tenure and the same has to be approved by the management/reporting manager well in advance.



Nov 29, 2022

Offer ID : 261249

DHANASHRI ANIL PATIL
Yelapur, Sangli
Sangli 415405
MAHARASHTRA India

Dear DHANASHRI ANIL PATIL,

On behalf of Quess IT Staffing (A Division of Quess Corp Ltd), (hereinafter referred to as "the Company") I am very pleased to offer you a position of **LI Service Desk Engineer** in our organization. Your joining date will be **Nov 29, 2022**.

On the first day of the employment, please report to:

HPI Reliance Project
Navi Mumbai
Reporting Time : 10:00 AM

You will be paid a annual salary(CTC) of Rs. 2,87,412. Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

Quess IT Staffing (A Division of Quess Corp Ltd.)

Attn HR: S.R. Infotech Complex, No.5/4-2, Thavarekere Main Road,
S. G. Palya, D.R. College Post



I look forward to welcoming you to our organization.

Should you need any further clarifications, please feel free to contact me.

Sincerely,
For Quess IT Staffing (A Division of Quess Corp Ltd),

[Handwritten signature]

[Handwritten signature]

Employee Signature

EMPLOYMENT AGREEMENT

COMPENSATION STRUCTURE:

Your individual compensation is strictly between yourself and the Company. It 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. 287412 and its composition will be as follows:

TIME SHEETS:

You are required to follow our client's specific timesheet process as per the timelines. In the absence of client's specific process, you will receive Timesheet alert email with template along with the guidelines from your Timesheet SPOC at Quess. This has to be filled and approved by your manager over the email and it should reach the SPOC along with attachment before the timeline as briefed by Quess HR. Any delays in the timesheet approval process will lead to delay in the payment of your salary.

STATUTORY BENEFITS:

You will be governed as per the respective acts of ESIC, PF, Bonus & Gratuity, as per the rules in force, from time to time.

GROUP MEDICLAIM INSURANCE:

You and your approved dependent family members are eligible to enroll in Company's Group Mediclaim Insurance Policy. The annual premium as applicable will be deducted from your first month salary.

BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof. As per the requirement, also appropriate BGV cost would be deducted from your salary in six equal installments.

MEDICAL CHECK:

As per the Company policy, employees are required to undergo medical check on request at authorized medical centers and submit a duly certified copy of the medical certificate.



Employee Signature

the company.

JOB ROLES & RESPONSIBILITIES:

You shall be responsible for the performance of the functions expected of L1 Service Desk Engineer and any additional functions and duties that may be assigned to you in connection with the business and operations of the Company.

ASSIGNMENT:

You shall acknowledge that the services to be rendered by you are unique and personal. During your service with the Company, you shall not assign any of the rights or delegate any of the duties or obligations under this Agreement without the prior written consent of the Company.

LEAVE:

You would be entitled to 1.75 paid leaves for each full month of your service. Leaves cannot be encashed. 10 leaves can be carry forward to next calendar year. Max 42 leaves can be accumulated at any given point of time.

FURLOUGH:

Every year the client to whom you are deputed as per the contract, announces a Furlough, wherein associates deputed to them are not required to work for a certain number of days. During Such Furlough days you are not required to work nor is such days paid for by the client since no work gets done. Accordingly, if such Furloughs were to be announced by the clients hereafter, for the days of such Furlough including the Preceding, succeeding and intervening weekly holidays will be considered as no-work-no-pay days and the salary for the months in which such furloughs are in place, will be after adjustment for the Furlough days including the Preceding, succeeding and intervening weekly holidays as No Pay days.

HOLIDAYS:

As each region may have a different set of holidays, your holiday schedule will be governed by your office location.

DOCUMENTATION:

Upon being so required by the Company, you shall make, sign and execute all deeds, documents, and declarations as may be deemed necessary by the Company and/or its clients (including privacy and confidentiality agreements).

INDEMNITY:

You shall keep the Company indemnified for any damages or quantum of payment, which the Company or its client may suffer due to any act/acts by you including wilful misconduct, negligence related issues, non compliance to applicable laws and policies, breach of proprietary information and breach of any terms of this agreement.



Employee Signature

Any absence for 3 consecutive business days without prior permission will be treated as un-authorized absence from the work. In such a case, the Company is entitled to terminate your services and/or seek compensation for any loss suffered by the Company or its Client due to such an absence.

CONFIDENTIALITY & NON DISCLOSURE:

You hereby acknowledge that by the reason of your services with the Company you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media and other information sources ("Confidential Material") and such Confidential Material constitutes the property of the Company and/or its clients, enables the Company and/or its clients to compete successfully in business and was acquired or created by the Company and/or its clients at substantial expense. In consideration of your services and the above disclosures, you agree that:

NON COMPETE & NON SOLICITATION:

You agree that during your services with the Company and continuing for a period of eighteen (18) months after termination of your services with the Company, you:

WAIVER:

A waiver by the Company of a breach of any provision of this Agreement by you shall not operate or be construed as a waiver or estoppel of any subsequent breach by you. No waiver shall be valid unless in writing and signed by an authorized officer of the Company.

JURISDICTION:

In case of any dispute arising out of the Agreement, it shall be subject to jurisdiction of appropriate Court of Hyderabad, Andhra Pradesh, India.

TERMINATION BY THE COMPANY:

The company may terminate your services with or without cause under the following conditions:

RESIGNATION BY EMPLOYEE:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

MORAL CONDUCT:

You shall not resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to your service or the services of any other employee.




Employee Signature

You will be a whole time employee of the Company and will not engage yourself directly or indirectly in any other trade, business, profession or any other employment part time or full time anywhere in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the management in this respect are final and binding. Breach of this condition shall lead to the termination of your services by the company without any notice or compensation.

COMPANY PROPERTIES IN YOUR POSSESSION:

You are expected to take proper care of company properties entrusted to you by the company. In the event of your resignation/termination you are obliged to return all the company's property like access/ ID card, documents, machines, data, files and books etc., in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

CHANGE OF ADDRESS:

Any change of residential address should be intimated to the department head in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless other wise intimated in writing by you. Communications addressed to you at the above address shall deem to have been duly served.

CODE OF CONDUCT:

During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its Client's values and commitments.

PLACE OF EMPLOYMENT AND TRANSFER:

You acknowledge and agree that you may be assigned, or liable to be transferred or deputed from one place to another and / or from one department / unit to another or any other subsidiary / Associate Establishment/or their contractors and clients either existing or to be set up in future any where in India or abroad purely at the discretion of the management depending upon the needs and requirement of the company. On such assignment, transfer, or deputation you will be governed by the Rules and Regulations and other working /service conditions as applicable at the place of posting including to consent to add/or agree to certain other agreements.

DISCLAIMER:

Any commitments with respect to compensation & benefits which are not included in the "CTC Components" table or explicitly mentioned in the offer letter, stands null & void.

BACKGROUND CHECK POST SEPARATION:

After separation from Quess Corp Ltd, your employment records are saved for the future verification purpose. Your new employer/appointed vendors seeking for employment verification can send an e mail request to help@quesscorp.com along with copy of your relieving letter. The email will be reverted in a matter of three working days.



Employee Signature

DECLARATION:

This is to confirm that the documents and information provided by me to the Company for the purpose of my services are true and accurate to the best of my knowledge and belief. I also agree that the various terms and conditions set forth in this Agreement are fair, just and reasonable and I shall strictly adhere to the terms specified.

Approved By: **RONAK DEEPAKBHAI TAMBE**

Created By: **CHIRUKURI LOKESH BABU**

Date : 29/11/2022

Documents Required at the Time of Joining

1. Relieving letter from your previous two employers
2. Experience letter / Offer Letter your previous two employers
3. Most recent salary slip or salary certificate
4. Copies of all educational records (SSC onwards)
5. A copy of your passport
6. Three passport size photographs
7. A copy of PAN card



You shall use the best of your efforts to promote, develop and extend the business of the Company and comply with the directions and regulations of the Company at all times, and in all respects. You will disclose to the Company all information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications ("Proprietary Material"), relating to the Company and its clients which you acquired or developed during the term of your services with the Company and that such Proprietary Material is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours, at the Company facilities, or with the Company property or personnel. You will not disclose any such Proprietary Material to any unauthorized person during or after the completion of services with the Company. You will not remove from the Company premises and/or the premises of its clients any Confidential Material, except in the performance of your duties. Upon termination of your services or when called upon by the Company, you will surrender all such

Employee Signature

of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours.

a) Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to, or perform similar services as provided by or available from the Company, for any clients of the Company. b) Will not seek and obtain employment, training, or contract for employment or seek to serve as you or otherwise to clients of the Company, customers, accounts or prospects, without the written permission of the Company. c) Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of the Company. d) Will refrain from doing any sort of business for any kind or any purpose with the list of Quess clients with which you were engaged with while you were employed with Quess. e) Unless pre-approved by the Company in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard. [With Cause:] The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company. [Without Cause:] In the event that the employment is terminated without Cause, the EMPLOYEE will be provided with a 30 days written notice prior to termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 30 days, calculated on the basis of the last basic salary. However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. Any or all of the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing. Employee is required to submit the tax documents (Investment Proof's) within a week from the date of separation. Failing which, the full and final settlement will be processed by deducting tax at source.

CTC Composition	Monthly Pay (Rs.)	Annual Pay (Rs.)
Basic Salary	14371.00	172452
House Rent Allowance	6568.00	78816
Bonus	1144.00	13728



(Handwritten Signature)

Employee Signature

Dated: 04-Oct-22
Ref. No IDC/CBHR/2022/V0008

Mr./Ms. Nikita Ganpat Patil,
Nandgaon
Nandgaon
Satara
Maharashtra - 415111

Letter of Intent

Dear Nikita Ganpat Patil,

We are pleased to offer you a position with IDC Technologies Sol (I) Pvt. Ltd. as a Service Desk. You may be deputed to Client Site as a representative of the company in order to fulfil the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before 04-Oct-22 at Mumbai. Your gross annual compensation, inclusive of all applicable taxes shall be INR 231200/- (Details Attached in Annexure -"A"). In case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of intent.

Please submit following documents (self attested) well before the time of joining:

- Complete Application form (copy enclosed)
- Form-11 (for Provident Fund), Form-2 (Nomination & declaration), Form-1 (EAC) and Form-F (for Gratuity) (all forms attached with e-mail)
- Copy of PAN card.
- Copy of Passport.
- Copy of Aadhar Card.
- Address Proof (DL/Electricity Bill/Telephone Bill/ ration Card etc.)
- Copy of the signed Non-disclosure agreement.
- Copy of Hires/ing/Experience letters/Resignation Acceptance from HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the current & previous employers.
- Last 3 months salary slips in (original).
- Tax Certificate/Form 16 of previous employers for the current financial year.
- Six passport size photographs (Color).

On receiving the above-mentioned documents, the Appointment Letter and terms & conditions of employment would be issued to you. We assure that all the information furnished by you during the recruitment process is correct. IDC Technologies would initiate any background and employment check directly or through third party against validation of the information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

Employee has agreed to adhere with the terms and conditions of the employment agreement/ appointment letter which shall be subsequent issued by the company/employer (IDC).

If you wish to leave the services of the Company, a clear written notice of (Noty 90) days has to be given to the Company/Client. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company/Client incurs consequent to the failure to give required written notice.

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

Thanking you,

Your Sincerely,

For IDC Technologies Solutions (I) Pvt. Ltd.



Signature of Employee
Nikita Ganpat Patil

"ANNEXURE-A"

Compensation Details w.e.f 01-10-2022

Name :-	Nikita Ganpat Patil
Designation :-	Service Desk
Location :-	Mumbai (Maharashtra)

Salary Component		Amount in (INR)	Amount in (INR)
		Per Month	Per Annum
A.	Basic & DA	13738	164856
	Bonus	1144	13728
	House Rent Allowance	2058	24692
	LTA	0	0
	Medical Reimbursement	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GROSS SALARY (- Salary of Tax) (A)		16938	203268
B.	Employers Contribution - Provident Fund	1788	21432
	Employers Contribution - ESIC	550	6600
	Gratuity	0	0
	Insurance	0	0
	TOTAL (B)	2336	28032
C.	Less Deduction		
	Employee - Provident Fund	1849	19788
	Employee - ESIC	127	1524
	PT	250	2400
	LWF	0	0
TOTAL (C)	1926	23712	
Net Take Home Salary (A) - (C)		14962	179544
FIXED CTC (A) - (B)		14704	231268

Note: - 1) All taxes (PT, Income Tax and LWF etc.) will be applicable as per government norms. 2) As per Government Norms if there is any changes happen in statutory limit (like EPF/ESIC etc.) then both components (employer and employee PART) will be become part of previous CTC, from effective date. 3) In the first Month Salary there will be deduction amount 2500/- of Group Mediclaim Policy (India Insure) which is mandatory as per legal compliance. It is applicable only for those who are not cover under ESIC.

Nikita Ganpat Patil

Signature





October 06, 2022

Ms Arati Ashok Chavan,
Chavan Malo,, Pochhim,
Supane Vasantgad, Satara, 415114 - Maharashtra.

Sub: Offer-cum-Appointment letter

Dear Arati Ashok Chavan,

We are pleased to offer you an employment in our organisation as "Service Desk"subject to the following terms and conditions of employment:

- 1.0 Your appointment will be with effect on or before **October 06, 2022**. You must report for work on or before the date indicated above or else any change in the date of joining must be mutually agreed to, in writing. In case you fail to join duties on the agreed date, this offer will become null and void and will stand withdrawn automatically without any prior notice.
- 2.0 You will be on probation for a period of six months. On completion of the probation period, your performance will be reviewed and based on the review the status of your employment will be decided by the Company. Until confirmed in writing by the Company, you will continue to be on probation.
- 3.0 You will be paid a total monthly gross salary as mentioned in the enclosed salary structure & gross annual CTC of **Rs 240,002** as per Annexure.
- 4.0 **Working Hours & Holidays:** You will follow the working hours and holiday calendar of the organization as per policy, amended from time to time. However, employees deployed at client sites are required to abide by the working hours and holiday calendar of the client's Work Location/Business Unit, as may be informed from time to time.
- 5.0 **Background verification & Reference:** This offer is subject to positive reference check and background verifications, to be conducted.
- 6.0 **Posting & Transfer:** Your place of work would be **Mumbai**, India. Your services are transferable to any department, branch office or establishment of the Company or its associates, subsidiaries, clients etc anywhere in India or abroad, in existence or in future.
- 7.0 **Effect of Re-organization:** You agree that if there is any reorganization of the Company, your employment shall stand modified to such other entity as the board of directors of the Company may determine.
- 8.0 **Training:** The Company has the right to send you for further training anywhere in India.
- 9.0 **Other Employment:** You will be a full time employee of the Company and will not engage yourself elsewhere directly or indirectly for any work either honorary or for remuneration without prior written permission from the Company.



**ANNEXURE
COMPENSATION DETAILS**

Name	Anil Ashok Chavan	
Designation	Service Desk	
Grade	P02	
Location	Mumbai	
Date Of Joining	October 06, 2022	
COMPONENTS	Amount PM (In Rs.)	Amount PA (In Rs.)
Basic	13,740	164,880
HRA	2,348	26,976
Statutory Bonus (Advance Pay)	1,145	11,740
GROSS SALARY	17,133	205,596
Ratinal / Other Benefits		
PF - Employer Contribution	1,649	19,788
Gratuity	661	7,932
ESIC / Mediclaim	557	6,684
Total CTC	20,000	240,888

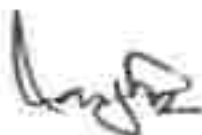
Note: Each component of the compensation package is subject to income tax rules as applicable from time to time.

CMS Family Suraksha Plan: As per the company policies you will be enrolled in CMS Family Suraksha Plan, a Term life insurance plan with sum assured of 10 lacs or 1.5 times CTC whichever is higher. This is a participative policy wherein both company and employee share the premium cost. Please refer the HR policy for more information.

Group Medical Insurance: As per company policy all employees not covered under ESIC benefits will be eligible for group medical insurance scheme of the company. Premium for the employee will be paid by the company while dependents coverage will be optional to the employee and premium cost will be borne by the employee.

Group Personal Accident Insurance: As per company policy all employees will be covered under Group Personal Accident insurance cover of the company, premium for the employee will be paid by the company.

Yours Sincerely,
For CMS IT Services Pvt Ltd.,



Varghese K
Vice President - HR and Admin





Date: 06-Oct-22
Ref. No IDC/CRHR/2022/W0972

Mr./Ms. Tejas Dipak Galwani,
Certificate Betwara Khas Tal
Patani Betwara Khurd
Sector
Muharashtra - 415205

Letter of Intent

Dear Tejas Dipak Galwani,

We are pleased to offer you a position with IDC Technologies Sol (I) Pvt. Ltd. as a Service Desk. You may be deployed to Client Site as a representative of the company in order to fulfill the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before 06-Oct-22 at Mumbai. Your gross annual compensation, inclusive of all applicable taxes shall be INR 23,288/- (Details Attached in Annexure - "A"). In case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of intent.

Please submit following documents (self attested) well before the time of joining:

- Complete Application form (copy enclosed).
- Form-11 (for Provident Fund), Form-2 (nomination & declaration), Form-1 (PF) and Form-F (for Gratuity) (all forms attached with e-mail).
- Copy of PAN card.
- Copy of Passport.
- Copy of Aadhar Card.
- Address Proof (DU/Electricity Bill/Telephone Bill/Election Card etc.)
- Copy of the signed Non-disclosure agreement.
- Copy of relieving/Experience letters/Resignation Acceptance from HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the present & previous employers.
- Last 3 months salary slips or (original).
- Tax Certificate/Form 16 of previous employers for the current financial year.
- Six passport size photographs (Color).

On receiving the above-mentioned documents, the Appointment Letter and terms & conditions of employment would be issued to you. We assume that all the information furnished by you during the recruitment process is correct. IDC Technologies would initiate any background and employment check directly or through third party against validation the information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

Employee has agreed to adhere with the terms and conditions of the employment agreement/ appointment letter which shall be subsequent issued by the company/employer (IDC)

If you wish to leave the services of the Company, a clear written notice of (Sixty 60) days has to be given to the Company/Client. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company/Client incur consequent to the failure to give required written notice.

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us

Thanking you,

Your Sincerely,

For IDC Technologies Solutions (I) Pvt. Ltd.



Signature of Employee
Tejas Dipak Galwani

"ANNEXURE-A"**Compensation Details w.e.f. 06-10-2022**

Name :-	Tejas Dipak Galwadi
Designation :-	Service Desk
Location :-	Mumbai (Maharashtra)

Salary Component		Amount in (INR)	Amount in (INR)
		Per Month	Per Annum
A.	Basic & DA	13750	164800
	Bonus	1144	13728
	House Rent Allowance	2066	24792
	LTA	0	0
	Medical Reimbursement	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GROSS SALARY (Salary of Tax) (A)		18938	203256
B.	Employers Contribution - Provident Fund	1766	21192
	Employers Contribution - ESIC	550	6600
	Gratuity	0	0
	Insurance	0	0
	TOTAL (B)	2316	28002
C.	Less Deduction		
	Employee - Provident Fund	1649	19788
	Employee - ESIC	127	1524
	PF	200	2400
	LWF	0	0
TOTAL (C)	1976	23712	
Net Take Home Salary (A) - (C)		16962	179544
FIXED CTC (A) + (B)		19254	231258

Note: - 1) All taxes (PT, Income Tax and LWF etc.) will be applicable as per government norms. 2) As per Government norms if there is any changes happen in statutory limit (like EPF/ESIC etc.) then both components (employer and employee PART) will be become part of previous CTC, from effective date. 3) In the First Month Salary there will be deduction amount 2500/- of Group Medclaim Policy (Health Insure) which is mandatory as per legal compliance. It is applicable only for those who are not cover under ESIC.

Tejas Dipak Galwadi

Signature



October 17, 2022

Ms Priyanka Mahipati Chavan,
BLDG No 12/104 Nutan NM KA MGARCHSK Haregaon 400605 Maharashtra.
Ph: 7397878309.

Dear Priyanka Mahipati Chavan,

- You will be engaged as a "Consultant" with the CMS IT Services Pvt Ltd., a company incorporated under the companies Act, 1956 (which expression shall include its affiliates, subsidiaries, and other group companies, hereinafter referred to as "CMS IT") & are expected to be available in the place of Service as instructed to you by the company from time to time as per the requirements.
- You will be paid consultancy fees of INR 20,834/- per month subject to deduction of Government Levies as applicable, in consideration of entire services provided by you to CMS IT. Your payments shall be subject to the provisions of applicable Tax, the compliance of which shall be taken care by you.
- The duration of this agreement is for a period of One Year commencing from October 17, 2022 and ending on October 16, 2023, or your attaining superannuation age of the company which is 60 years currently, whichever falls early. Any extension thereof shall be at the sole discretion of the CMS IT. Your initial place of engagement will be at Mumbai.
- This agreement can be revoked/ terminated by Company at its convenience by giving one month prior written notice to the Consultant without assigning any reasons in this regards. Consultant shall also be eligible to terminate the agreement by issuing one month prior written notice to the company assigning reasons of such termination. However in such case, the consultant shall be liable to complete the task assigned before the date of receiving such notice from Consultant by the Company. Company shall also be liable to pay the approved consultancy fees for the job done by him during the transition period. If the due notice is not given by the Consultant, an amount equivalent to the one month consultancy fees shall be set off/ adjusted/recovered by the company from the dues payable to the Consultant on any account for the insufficient part of notice period.
- You shall render your services at location. However you may be required to render services to any branch, division or department of the company in India.
- As a Consultant you will not divulge or make known any dealings, accounts, or any other information relating to the company's current and future business without the written consent by the company.



- In rendering your services you will strictly abide by and adhere to the instructions issued to you by the concerned Business Head.
- You will be responsible for safekeeping and return in good condition and order all our property / Documents, which may be in your use, custody and charge on demand, or at the termination of this Agreement, whichever shall come first.
- You are requested to mention your PAN No. & GSTN, if any on all claims/bills submitted to us.
- On completion / termination of this agreement, you will not join/ serve any Organization/ Company which are engaged in similar business directly or indirectly for a period of six months, without written consent from CMS IT Services Pvt Ltd.
- During your engagement with our Company any Intellectual property which may arise out of this relation will exclusively belong to the Company.
- In the event you breaches, or threatens to breach any of the covenants expressed herein, the damages to the Company will be difficult to quantify; therefore, the Company may apply to a court of competent jurisdiction for injunctive or other equitable relief to restrain such breach or threat of breach, without disentitling the Company from any other relief in either law or equity.
- You agrees that in carrying out his duties and responsibilities under this Agreement, you will neither undertake nor cause, nor permit to be undertaken, any activity which either (i) is illegal under any laws, decrees, rules, or regulations in effect; or (ii) would have the effect of causing the Company to be in violation of any laws, decrees, rules, or regulations in effect. Consultant agrees to notify the Company immediately of any extortive solicitation, demand, or other request for anything of value, by or on behalf of any entity or individual, relating to the subject matter of this Agreement.
- You shall indemnify and keep the company indemnified throughout the aforesaid period from any damage, loss, claim or action arising directly or indirectly through any act of commission or omission on the part of or by or through you.
- This Engagement is not assignable by you, whether by operation of law or otherwise.
- Jurisdiction: Any dispute between yourself and the Company must be resolved mutually. In case, the dispute is not settled mutually then the same can be settled in the exclusive jurisdiction of the courts at Mumbai only.
- It is hereby agreed and understood by and between the parties hereto that if any of the clauses herein above are held to be partially or wholly invalid this will not invalidate the entire agreement.
- You will be eligible for One leave per month during this tenure and the same has to be approved by the management/reporting manager well in advance.





October 18, 2022

Ms Punam Uddhav Karad,
R NO 291 PLOT NO 11 ISAIPRASAD CHS SECTOR 4 GHANSOLI 400701 Maharashtra,
Ph: 9172769351.

Dear Punam Uddhav Karad,

- You will be engaged as a "Consultant" with the CMS IT Services Pvt Ltd., a company incorporated under the companies Act, 1956 (which expression shall include its affiliates, subsidiaries, and other group companies, hereinafter referred to as "CMS IT") & are expected to be available in the place of Service as instructed to you by the company from time to time as per the requirements.
- You will be paid consultancy fees of INR 22,500/- per month subject to deduction of Government Levies as applicable, in consideration of entire services provided by you to CMS IT. Your payments shall be subject to the provisions of applicable Tax, the compliance of which shall be taken care by you.
- The duration of this agreement is for a period of One Year commencing from November 03, 2022 and ending on November 03, 2023, or your attaining superannuation age of the company which is 60 years currently, whichever falls early. Any extension thereof shall be at the sole discretion of the CMS IT. Your initial place of engagement will be at Mumbai.
- This agreement can be revoked/ terminated by Company at its convenience by giving one month prior written notice to the Consultant without assigning any reasons in this regards. Consultant shall also be eligible to terminate the agreement by issuing one month prior written notice to the company assigning reasons of such termination. However in such case, the consultant shall be liable to complete the task assigned before the date of receiving such notice from Consultant by the Company. Company shall also be liable to pay the approved consultancy fees for the job done by him during the transition period. If the due notice is not given by the Consultant, an amount equivalent to the one month consultancy fees shall be set off/ adjusted/recovered by the company from the dues payable to the Consultant on any account for the insufficient part of notice period.
- You shall render your services at location. However you may be required to render services to any branch, division or department of the company in India.
- As a Consultant you will not divulge or make known any dealings, accounts, or any other information relating to the company's current and future business without the written consent by the company.



October 25, 2022

Ms Shraddha Dipak Ghadge,
R No 8 Krishnadevi Jagdishprasad Shukla chawPawan Ngr.shiv Vallabh RD NR Gas
Godown Dahisar East Mumbai 400068 Maharashtra.
Ph: 9067131395.

Dear Shraddha Dipak Ghadge,

- You will be engaged as a "Consultant" with the CMS IT Services Pvt Ltd., a company incorporated under the companies Act, 1956 (which expression shall include its affiliates, subsidiaries, and other group companies, hereinafter referred to as "CMS IT") & are expected to be available in the place of Service as instructed to you by the company from time to time as per the requirements.
- You will be paid consultancy fees of INR 22,500/- per month subject to deduction of Government Levies as applicable, in consideration of entire services provided by you to CMS IT. Your payments shall be subject to the provisions of applicable Tax, the compliance of which shall be taken care by you.
- The duration of this agreement is for a period of One Year commencing from October 27, 2022 and ending on October 26, 2023, or your attaining superannuation age of the company which is 60 years currently, whichever falls early. Any extension thereof shall be at the sole discretion of the CMS IT. Your initial place of engagement will be at Mumbai.
- This agreement can be revoked/ terminated by Company at its convenience by giving one month prior written notice to the Consultant without assigning any reasons in this regards. Consultant shall also be eligible to terminate the agreement by issuing one month prior written notice to the company assigning reasons of such termination. However in such case, the consultant shall be liable to complete the task assigned before the date of receiving such notice from Consultant by the Company. Company shall also be liable to pay the approved consultancy fees for the job done by him during the transition period. If the due notice is not given by the Consultant, an amount equivalent to the one month consultancy fees shall be set off/ adjusted/recovered by the company from the dues payable to the Consultant on any account for the insufficient part of notice period.
- You shall render your services at location. However you may be required to render services to any branch, division or department of the company in India.
- As a Consultant you will not divulge or make known any dealings, accounts, or any other information relating to the company's current and future business without the written consent by the company.



- In rendering your services you will strictly abide by and adhere to the instructions issued to you by the concerned Business Head.
- You will be responsible for safekeeping and return in good condition and order all our property / Documents, which may be in your use, custody and charge on demand, or at the termination of this Agreement, whichever shall come first.
- You are requested to mention your PAN No. & GSTN, if any on all claims/bills submitted to us.
- On completion / termination of this agreement, you will not join/ serve any Organization/ Company which are engaged in similar business directly or indirectly for a period of six months, without written consent from CMS IT Services Pvt Ltd.
- During your engagement with our Company any intellectual property which may arise out of this relation will exclusively belong to the Company.
- In the event you breaches, or threatens to breach any of the covenants expressed herein, the damages to the Company will be difficult to quantify; therefore, the Company may apply to a court of competent jurisdiction for injunctive or other equitable relief to restrain such breach or threat of breach, without disentitling the Company from any other relief in either law or equity.
- You agrees that in carrying out his duties and responsibilities under this Agreement, you will neither undertake nor cause, nor permit to be undertaken, any activity which either (i) is illegal under any laws, decrees, rules, or regulations in effect; or (ii) would have the effect of causing the Company to be in violation of any laws, decrees, rules, or regulations in effect. Consultant agrees to notify the Company immediately of any extortive solicitation, demand, or other request for anything of value, by or on behalf of any entity or individual, relating to the subject matter of this Agreement.
- You shall indemnify and keep the company indemnified throughout the aforesaid period from any damage, loss, claim or action arising directly or indirectly through any act of commission or omission on the part of or by or through you.
- This Engagement is not assignable by you, whether by operation of law or otherwise.
- Jurisdiction: Any dispute between yourself and the Company must be resolved mutually. In case, the dispute is not settled mutually then the same can be settled in the exclusive jurisdiction of the courts at Mumbai only.
- It is hereby agreed and understood by and between the parties hereto that if any of the clauses herein above are held to be partially or wholly invalid this will not invalidate the entire agreement.
- You will be eligible for One leave per month during this tenure and the same has to be approved by the management/reporting manager well in advance.



Dec 07 2022

Snehal Patil

Dear Snehal Patil,

We are pleased to offer you the position of "Remote Support Engineer" subject to the following standard terms and conditions of employment:

- 1.0 Your appointment will be with effect on or before **Dec 08 2022**. You must report for work on or before the date indicated above or else any change in the date of joining must be mutually agreed to.
- 2.0 You will be on probation for a period of six months. On completion of the probation period, your performance will be reviewed and based on the review the status of your employment will be decided by the Company. Until confirmed in writing by the Company, you will continue to be on probation.
- 3.0 You will be paid a total monthly gross salary as mentioned in the enclosed salary structure (Annexure A).
- 4.0 **Working Hours:** Your duty hours will be regulated from time to time purely at the discretion of the Company.
- 5.0 **Background verification & Reference:** This offer is subject to positive reference check and background verifications, to be conducted.
- 6.0 **Posting & Transfer:** Your place of work would be **Mumbai**, India. Your services are transferable to any department, branch office or establishment of the Company or its associates, subsidiaries, clients etc anywhere in India or abroad, in existence or in future.
- 7.0 **Effect of Re-organization:** You agree that if there is any reorganization of the Company, your employment shall stand modified to such other entity as the board of directors of the Company may determine.
- 8.0 **Training:** The Company has the right to send you for further training anywhere in India.
- 9.0 **Other Employment:** You will be a full time employee of the Company and will not engage yourself elsewhere directly or indirectly for any work either honorary or for remuneration without prior written permission from the Company.
- 10.0 **Attendance:** If you remain absent for eight consecutive days without prior permission in writing or if you proceed on leave without sanction or over-stay the sanctioned leave for eight consecutive days without first getting it sanctioned, from your superiors, your services shall automatically come to an end and it will be presumed that you have abandoned the employment of your own accord. Under such circumstances, the Company will terminate your services without any notice or intimation.



11.0 Other Duties of the Employee:

- 11.1 You will abide by the Company's rules, regulations policies and procedures which are in force from time to time and applicable to you. Non-compliance of any of the terms of appointment and Company rules will invite disciplinary action;
- 11.2 You shall make full and true disclosure in writing to the Company of any direct or indirect interest or benefit that you derive/likely to derive in connection with any contractual arrangements of the Company. You shall also first obtain the consent of the Company before accepting such direct or indirect interest or benefit;
- 11.3 If you become aware of any fact which may relate to or affect the Company or any trade or business in which the Company is for the time being interested, you shall forthwith communicate the same in writing to the Company giving full particulars of the matters of which you are aware;
- 11.4 You shall not knowingly at any time make any untrue statement in relation to the Company and in addition shall not after the termination of the employment, represent yourself as being employed by or connected with the Company.

12.0 Indemnity: Without prejudice to any other right available to the Company in law or under equity, you shall be liable to compensate and indemnify, defend and hold harmless the Company, its affiliates, their directors, officers and employees, from and against losses, liabilities, damages, deficiencies, demands, claims, actions, judgments or causes of action, assessments, interest, penalties and other costs or expenses (including, without limitation, reasonable attorneys' fees and expenses) based upon, arising out of, or in relation to or otherwise in respect of breach of your obligations under this letter agreement.

13.0 Incapacity: If you are at any time incapacitated or prevented by illness, injury, accident or any other circumstances beyond your control (such incapacity or prevention being hereinafter referred to as "Incapacity") from discharging in full your duties for an aggregate period of more than one hundred and twenty working days in any period of twelve consecutive months, the Company may by notice in writing to you, given at any time whilst the incapacity continues, cease payment in whole or in part of the salary payable hereunder on and from such date as may be specified in the notice until the incapacity ceases.

14.0 Termination:

- 14.1 Your employment will continue until termination in accordance with the terms of this agreement, your retirement or death whichever is earlier.
- 14.2 If you wish to resign from the services of the Company, you will need to provide three months' notice. The Management reserves the right to accept payment which is equal to your three month's basic salary in lieu of notice and can insist to serve the full notice period.
- 14.3 The Company has the right to terminate your services by giving three months' notice or Basic salary in lieu of the same without assigning any reasons thereof.
- 14.4 Notwithstanding anything contained herein, in case you are found guilty of misconduct, including but not limited to dishonesty, disobedience, disorderly behavior, negligence, indiscipline, or any other conduct considered by the Company to be detrimental to Company's interests, or clients' interest or violation of one or more terms of this letter agreement, your services may be terminated with immediate effect, by a notice in writing (without salary in lieu of notice).



- 14.5** Upon termination of your employment for whatever reason, the Company shall not be obliged to make any further payment to you beyond the amount of any sums actually accrued on the date of termination and unpaid and the Company shall be entitled to offset and deduct from any such sums all and any amounts from time to time owing by you to the Company.
- 14.6** The Company reserves the right to suspend you on full pay for any period if, by reason of a requirement to investigate your conduct or for any reason whatsoever, the Company considers it in the best interests of the Company so to do.
- 14.7** If your employment is terminated by reason of the liquidation of the Company for the purposes of amalgamation or reconstruction and you are offered employment with any concern or undertaking resulting from such amalgamation or reconstruction, you shall have no claim against the Company in respect of the termination of your by the Company hereunder.
- 15.0 Performance Review:** All salary increments, promotions will be at the sole discretion of the Company, however subject, to your overall performance. These will be conducted in line with the annual cycle for the company.
- 16.0 Property:** You will be responsible for safekeeping and return in good condition and order all or property, which may be in your use, custody and charge.
- 17.0 Intellectual Property Rights:** You agree and acknowledge that all rights in the intellectual property of any nature whatsoever, including intellectual property which you solely or jointly conceive or develop or reduce to practice or cause to be conceive or developed or reduced to practice, during your employment ("IPR"), shall only belong to the Company and you shall have no such IPR. You shall, from time to time as may be requested by the Company, do all acts, deeds and things, including execution of necessary documents without charge or compensation, for fully and effectively vesting the IPR in the Company.
- 18.0** You acknowledge that the employment and the remuneration paid the Company to you is a good, valuable, and adequate consideration, to be bound by the terms and conditions of this letter agreement including the assignment of the IPR.

19.0 Conflict of Interest and Non-Disclosure

- 19.1** While employed by the Company, you shall devote your full working time to the Company's affairs and shall faithfully and diligently serve Company's interests. You shall not accept any other employment, part-time or otherwise, or engage in any commercial business or pursuit on your own account or as an agent for others unless specifically approved in writing by the Company.
- 19.2** You recognize and acknowledge that in order to enable the Company to perform services for its clients, such clients and/or third parties may furnish to the Company, Confidential Information; that the goodwill afforded to the Company depends upon, among other things, the Company and its employees keeping such services and information confidential.
- 19.3** You would also recognize and acknowledge that the Confidential Information is and shall remain the property of the Company. Nothing contained in this letter agreement shall be construed as granting any rights either as a licensee or otherwise in the Confidential Information.



- 19.4** You agree and undertake that, except as directed by the Company, you will not at any time, whether during or after your employment with the Company, disclose to any person or use any Confidential Information, or permit any person to examine and/or make copies of any documents which contain or are derived from Confidential Information, whether prepared by the Company or otherwise coming into your possession or control without the prior written permission of the Company.
- 19.5** In the event you are unsure of the nature of certain information, you undertake to treat such information as Confidential Information unless specifically informed to the contrary by the Company.
- 19.6** You agree that this letter agreement including the compensation details mentioned herein or any part thereof is a confidential subject matter and should not be discussed by you with any other employee except the Human Resource department before or during your employment with the Company.
- 19.7** "Confidential Information" shall mean data and information which is confidential and proprietary in nature, of the Company and/or its affiliates and/or pertaining to any third parties with which the Company and/or affiliates have relationships, and disclosed to or obtained by the employee or to which the employee has access in the course of [his/her] Employment or that is generated by or utilized in the operations of the Company and/or its affiliates and whether produced or reproduced in graphic, written, electronic or machine readable form or any media or orally and whether or not the information is expressly stated to be confidential or marked as such and includes, but is not limited to information of value or significance to the Company and/or its affiliates and/or its competitors (present or potential).

20.0 Non-competition

- 20.1** You also agree that whilst you are an employee of the Company and for two years after termination of employment for any reason, or from the entry by a court of competent jurisdiction of a final judgment enforcing these restrictions, whichever is later, you will not directly or indirectly compete with the business of the Company from time to time.
- 20.2** The non-compete period referred to herein shall be extended by the length of time during which you shall have been in breach of the provisions of this Clause.

21.0 Non-Solicitation of Employees and Clients

- 21.1** The Company values its employees and requires fair protection from the loss of those employees. Both during your employment with the Company and for a period of two years following the date of termination of your employment, for any reason, you shall not, directly or indirectly, solicit any other Company employee to leave the Company's employment; solicit or undertake employment with any client of the Company or any organization where the employee has been taken or sent for training, deputation or secondment or professional work by the Company; as an employee, contractor or sub-contractor of any company, competitive products or services to Company clients or prospective clients with which you had any contact during your employment with the Company.
- 21.2** "Any contact" means and includes but not limited to any one or more of the following levels of contact: (a) involvement in a bid or contract proposal; or (b) oral or written communications with client or prospective client; or (c) one on-site visit to the client or prospective client; or (d) participation in interviews with the client or prospective client; or (e) identification as a key resource for the client or prospective client proposal.



- 21.3** You agree that the restrictions contained in this Clause on 'Non-Compete and Non-Solicitation' are reasonable in order to protect the respective legitimate business interests of the Company and all defenses as to the reasonableness of such restrictions are hereby waived by you and the Company.
- 22.0 Computer and Internet Usage:** You shall comply with the Company's systems security policy and other security policies, which may be updated from time to time to take into account current legislation and business requirements. Additional information on these policies will be provided to you.
- 23.0 Retirement:** Your retirement from the services of the Company will be affected on your attaining of superannuation (presently sixty years).
- 24.0 Modification.** The Company reserves its right to amend or vary terms of this letter agreement from time to time.
- 25.0 Survival of Obligations.** Any provision or covenant of this letter agreement, which expressly, or by its nature, imposes obligations beyond the expiration, or termination of this Agreement, shall survive such expiration or termination. Without prejudice to the generality of the foregoing statement, the Clauses relating to termination of this letter agreement, conflict of interest and non-compete and intellectual property shall survive the termination of the expiration or termination of this letter agreement.
- 26.0 Assignment.** You acknowledge and agree that the Company may assign any of its rights under this letter agreement to any person or entity. This letter agreement is not assignable by you.
- 27.0 Severability:** The invalidity of any one or more of the aforesaid terms shall not affect the validity of the remaining terms of the letter and such remaining terms shall be fully enforceable.
- 28.0 Supersession:** This letter agreement supersedes all previous understandings, or agreements, oral or written, between you and the Company.
- 29.0 Counterparts:** This letter agreement may be signed in any number of counterparts, each of which is an original and all of which, taken together, constitutes one and the same instrument.
- 30.0 Dispute Resolution:** Any dispute between yourself and the Company must be resolved amicably. In case, the dispute is not settled mutually then the same must be referred to a sole arbitrator. In the event you and the Company are not being able to concur on the appointment of a sole arbitrator, then each of them shall be entitled to appoint an arbitrator each and the two arbitrators so appointed shall appoint the third arbitrator. The award of the arbitrator shall be final and binding on you and the Company. The place of arbitration shall be in Mumbai and the language to be used in the arbitral proceedings shall be English. The arbitration proceedings shall be governed by the Arbitration and Conciliation Act, 1996 or any enactment, modification or re enactment thereof and by the laws of India.
- 31.0 Governing Law and Jurisdiction:** This letter agreement shall be interpreted and governed in all respects by the laws prevailing in Mumbai, India without regard for conflict of laws principles. The exclusive jurisdiction of the courts located in India alone and no other courts shall be entitled to entertain and try any dispute or matter relating to or arising out of this letter agreement.



32.0 Code of Conduct:

- a) Your adherence to the CMS IT Services Private Limited Policies and Procedures is vital to your success. When you sign this letter of appointment, you are agreeing to thoroughly familiarize yourself with the CMS IT Services Private Limited Policies and you are agreeing to abide by them.
- b) You also agree that after commencement of employment with us, to access the Human Resources Website and ensure compliance as mentioned in the new hire section. Additionally, from time to time, CMS IT Services Private Limited will communicate important information about its policies by way of electronic mail notification and/or the CMS IT Services Private Limited intranet.

By signing this agreement, you agree to thoroughly review these policy communications and to abide by them.

We are confident about your abilities and sincerely hope to establish a mutually rewarding relationship. Please sign this letter and the additional terms and conditions forming the part of the employment letter, at the designated area and return the copy to our office as acceptance of your employment offer. All of us at CMS IT Services Private Limited wish you good luck in your new assignment and extend a very warm welcome to our organization.

With Best Wishes,
For CMS IT Services Pvt Ltd.,



Varghise K
Vice President – HR & Admin

ACCEPTANCE OF APPOINTMENT

I, _____, accept all the above terms and conditions of Employment.

Signature of Employee
Date



COMPENSATION DETAILS		
Name	Snehal Patil	
Designation	Remote Support Engineer	
Grade	P02	
Location	Mumbai	
Date Of Joining	Dec 08 2022	
COMPENSATION DETAILS		
COMPONENTS	Amount PM (In Rs.)	Amount PA (In Rs.)
Basic	13,740.00	1,54,880.00
HRA	1,441.00	17,292.00
Personal Allowance	0.00	0.00
Statutory Bonus (Advance Pay)	1,145.00	13,740.00
GROSS SALARY	16,326.00	1,95,912.00
<u>RETIRAL / OTHER BENEFITS</u>		
PF - Employer Contribution	1,649.00	19,788.00
GRATUITY	661.00	7,932.00
Insurance (Mediclin)	591.00	6,372.00
Total CTC	19,167.00	2,30,004.00

ANNEXURE

- Note:**
- Each component of the compensation package is subject to income tax rules as applicable from time to time.
 - Any considered payment, viz. refund of partial/full notice period recovery by previous employer, joining bonus, relocation expenses, protected payment of variable pay for any particular period or any such payment, will remain as an advance against your name for a period of one year from the date of such payment and you shall refund the same in full to CMS IT, in case of separation from the services of CMS IT for any reason, before completion of one year from the date of such payment.
 - CMS Family Suraksha Plan:** As per the company policies you will be enrolled in CMS Family Suraksha Plan, a Term life insurance plan with sum assured of 10 lacs or 1.5 times CTC whichever is higher. This is a participative policy with company contribution and employee contribution of Rs.840/- per annum which will be recovered in eight equal instalments. Please refer the HR policy for more information.
 - Group Medical Insurance:** As per company policy all employees not covered under ESIC benefits will be eligible for group medical insurance scheme of the company, Premium for the employee will be paid by the company while dependents coverage will be optional to the employee and premium cost will be borne by the employee.
 - Group Personnel Accident Insurance:** As per company policy all employees will be covered under Group Personnel Accident Insurance cover of the company, premium for the employee will be paid by the company.

With Best Wishes,
For CMS IT Services Pvt Ltd.,



Varghise K
Vice President - HR & Admin



Dec 07 2022

Rutuja Vijay Shinde

Dear Rutuja Vijay Shinde,

We are pleased to offer you the position of "Remote Support Engineer" subject to the following standard terms and conditions of employment:

- 1.0 Your appointment will be with effect on or before **Dec 08 2022**. You must report for work on or before the date indicated above or else any change in the date of joining must be mutually agreed to.
- 2.0 You will be on probation for a period of six months. On completion of the probation period, your performance will be reviewed and based on the review the status of your employment will be decided by the Company. Until confirmed in writing by the Company, you will continue to be on probation.
- 3.0 You will be paid a total monthly gross salary as mentioned in the enclosed salary structure (Annexure A).
- 4.0 **Working Hours:** Your duty hours will be regulated from time to time purely at the discretion of the Company.
- 5.0 **Background verification & Reference:** This offer is subject to positive reference check and background verifications, to be conducted.
- 6.0 **Posting & Transfer:** Your place of work would be **Mumbai, India**. Your services are transferable to any department, branch office or establishment of the Company or its associates, subsidiaries, clients etc anywhere in India or abroad, in existence or in future.
- 7.0 **Effect of Re-organization:** You agree that if there is any reorganization of the Company, your employment shall stand modified to such other entity as the board of directors of the Company may determine.
- 8.0 **Training:** The Company has the right to send you for further training anywhere in India.
- 9.0 **Other Employment:** You will be a full time employee of the Company and will not engage yourself elsewhere directly or indirectly for any work either honorary or for remuneration without prior written permission from the Company.
- 10.0 **Attendance:** If you remain absent for eight consecutive days without prior permission in writing or if you proceed on leave without sanction or over-stay the sanctioned leave for eight consecutive days without first getting it sanctioned, from your superiors, your services shall automatically come to an end and it will be presumed that you have abandoned the employment of your own accord. Under such circumstances, the Company will terminate your services without any notice or intimation.



11.0 Other Duties of the Employee:

- 11.1 You will abide by the Company's rules, regulations policies and procedures which are in force from time to time and applicable to you. Non-compliance of any of the terms of appointment and Company rules will invite disciplinary action;
- 11.2 You shall make full and true disclosure in writing to the Company of any direct or indirect interest or benefit that you derive/likely to derive in connection with any contractual arrangements of the Company. You shall also first obtain the consent of the Company before accepting such direct or indirect interest or benefit;
- 11.3 If you become aware of any fact which may relate to or affect the Company or any trade or business in which the Company is for the time being interested, you shall forthwith communicate the same in writing to the Company giving full particulars of the matters of which you are aware;
- 11.4 You shall not knowingly at any time make any untrue statement in relation to the Company and in addition shall not after the termination of the employment, represent yourself as being employed by or connected with the Company.

12.0 Indemnity: Without prejudice to any other right available to the Company in law or under equity, you shall be liable to compensate and indemnify, defend and hold harmless the Company, its affiliates, their directors, officers and employees, from and against losses, liabilities, damages, deficiencies, demands, claims, actions, judgments or causes of action, assessments, interest, penalties and other costs or expenses (including, without limitation, reasonable attorneys' fees and expenses) based upon, arising out of, or in relation to or otherwise in respect of breach of your obligations under this letter agreement.

13.0 Incapacity: If you are at any time incapacitated or prevented by illness, injury, accident or any other circumstances beyond your control (such incapacity or prevention being hereinafter referred to as "Incapacity") from discharging in full your duties for an aggregate period of more than one hundred and twenty working days in any period of twelve consecutive months, the Company may by notice in writing to you, given at any time whilst the incapacity continues, cease payment in whole or in part of the salary payable hereunder on and from such date as may be specified in the notice until the incapacity ceases.

14.0 Termination:

- 14.1 Your employment will continue until termination in accordance with the terms of this agreement, your retirement or death whichever is earlier.
- 14.2 If you wish to resign from the services of the Company, you will need to provide three months' notice. The Management reserves the right to accept payment which is equal to your three month's basic salary in lieu of notice and can insist to serve the full notice period.
- 14.3 The Company has the right to terminate your services by giving three months' notice or Basic salary in lieu of the same without assigning any reasons thereof.
- 14.4 Notwithstanding anything contained herein, in case you are found guilty of misconduct, including but not limited to dishonesty, disobedience, disorderly behavior, negligence, indiscipline, or any other conduct considered by the Company to be detrimental to Company's interests, or clients' interest or violation of one or more terms of this letter agreement, your services may be terminated with immediate effect, by a notice in writing (without salary in lieu of notice).



- 14.5** Upon termination of your employment for whatever reason, the Company shall not be obliged to make any further payment to you beyond the amount of any sums actually accrued on the date of termination and unpaid and the Company shall be entitled to offset and deduct from any such sums all and any amounts from time to time owing by you to the Company.
- 14.6** The Company reserves the right to suspend you on full pay for any period if, by reason of a requirement to investigate your conduct or for any reason whatsoever, the Company considers it in the best interests of the Company so to do.
- 14.7** If your employment is terminated by reason of the liquidation of the Company for the purposes of amalgamation or reconstruction and you are offered employment with any concern or undertaking resulting from such amalgamation or reconstruction, you shall have no claim against the Company in respect of the termination of your by the Company hereunder.
- 15.0 Performance Review:** All salary increments, promotions will be at the sole discretion of the Company, however subject, to your overall performance. These will be conducted in line with the annual cycle for the company.
- 16.0 Property:** You will be responsible for safekeeping and return in good condition and order all or property, which may be in your use, custody and charge.
- 17.0 Intellectual Property Rights:** You agree and acknowledge that all rights in the intellectual property of any nature whatsoever, including intellectual property which you solely or jointly conceive or develop or reduce to practice or cause to be conceive or developed or reduced to practice, during your employment ("IPR"), shall only belong to the Company and you shall have no such IPR. You shall, from time to time as may be requested by the Company, do all acts, deeds and things, including execution of necessary documents without charge or compensation, for fully and effectively vesting the IPR in the Company.
- 18.0** You acknowledge that the employment and the remuneration paid the Company to you is a good, valuable, and adequate consideration, to be bound by the terms and conditions of this letter agreement including the assignment of the IPR.
- 19.0 Conflict of Interest and Non-Disclosure**
- 19.1** While employed by the Company, you shall devote your full working time to the Company's affairs and shall faithfully and diligently serve Company's interests. You shall not accept any other employment, part-time or otherwise, or engage in any commercial business or pursuit on your own account or as an agent for others unless specifically approved in writing by the Company.
- 19.2** You recognize and acknowledge that in order to enable the Company to perform services for its clients, such clients and/or third parties may furnish to the Company, Confidential Information; that the goodwill afforded to the Company depends upon, among other things, the Company and its employees keeping such services and information confidential.
- 19.3** You would also recognize and acknowledge that the Confidential Information is and shall remain the property of the Company. Nothing contained in this letter agreement shall be construed as granting any rights either as a licensee or otherwise in the Confidential Information.



- 19.4** You agree and undertake that, except as directed by the Company, you will not at any time, whether during or after your employment with the Company, disclose to any person or use any Confidential Information, or permit any person to examine and/or make copies of any documents which contain or are derived from Confidential Information, whether prepared by the Company or otherwise coming into your possession or control without the prior written permission of the Company.
- 19.5** In the event you are unsure of the nature of certain information, you undertake to treat such information as Confidential Information unless specifically informed to the contrary by the Company.
- 19.6** You agree that this letter agreement including the compensation details mentioned herein or any part thereof is a confidential subject matter and should not be discussed by you with any other employee except the Human Resource department before or during your employment with the Company.
- 19.7** "Confidential Information" shall mean data and information which is confidential and proprietary in nature, of the Company and/or its affiliates and/or pertaining to any third parties with which the Company and/or affiliates have relationships, and disclosed to or obtained by the employee or to which the employee has access in the course of [his/her] Employment or that is generated by or utilized in the operations of the Company and/or its affiliates and whether produced or reproduced in graphic, written, electronic or machine readable form or any media or orally and whether or not the information is expressly stated to be confidential or marked as such and includes, but is not limited to information of value or significance to the Company and/or its affiliates and/or its competitors (present or potential).

20.0 Non-competition

- 20.1** You also agree that whilst you are an employee of the Company and for two years after termination of employment for any reason, or from the entry by a court of competent jurisdiction of a final judgment enforcing these restrictions, whichever is later, you will not directly or indirectly compete with the business of the Company from time to time.
- 20.2** The non-compete period referred to herein shall be extended by the length of time during which you shall have been in breach of the provisions of this Clause.

21.0 Non-Solicitation of Employees and Clients

- 21.1** The Company values its employees and requires fair protection from the loss of those employees. Both during your employment with the Company and for a period of two years following the date of termination of your employment, for any reason, you shall not, directly or indirectly, solicit any other Company employee to leave the Company's employment; solicit or undertake employment with any client of the Company or any organization where the employee has been taken or sent for training, deputation or secondment or professional work by the Company; as an employee, contractor or sub-contractor of any company, competitive products or services to Company clients or prospective clients with which you had any contact during your employment with the Company.
- 21.2** "Any contact" means and includes but not limited to any one or more of the following levels of contact: (a) involvement in a bid or contract proposal; or (b) oral or written communications with client or prospective client; or (c) one on-site visit to the client or prospective client; or (d) participation in interviews with the client or prospective client; or (e) identification as a key resource for the client or prospective client proposal.



- 21.3** You agree that the restrictions contained in this Clause on 'Non-Compete and Non-Solicitation' are reasonable in order to protect the respective legitimate business interests of the Company and all defenses as to the reasonableness of such restrictions are hereby waived by you and the Company.
- 22.0 Computer and Internet Usage:** You shall comply with the Company's systems security policy and other security policies, which may be updated from time to time to take into account current legislation and business requirements. Additional information on these policies will be provided to you.
- 23.0 Retirement:** Your retirement from the services of the Company will be affected on your attaining of superannuation (presently sixty years).
- 24.0 Modification.** The Company reserves its right to amend or vary terms of this letter agreement from time to time.
- 25.0 Survival of Obligations.** Any provision or covenant of this letter agreement, which expressly, or by its nature, imposes obligations beyond the expiration, or termination of this Agreement, shall survive such expiration or termination. Without prejudice to the generality of the foregoing statement, the Clauses relating to termination of this letter agreement, conflict of interest and non-compete and intellectual property shall survive the termination of the expiration or termination of this letter agreement.
- 26.0 Assignment.** You acknowledge and agree that the Company may assign any of its rights under this letter agreement to any person or entity. This letter agreement is not assignable by you.
- 27.0 Severability:** The invalidity of any one or more of the aforesaid terms shall not affect the validity of the remaining terms of the letter and such remaining terms shall be fully enforceable.
- 28.0 Supersession:** This letter agreement supersedes all previous understandings, or agreements, oral or written, between you and the Company.
- 29.0 Counterparts:** This letter agreement may be signed in any number of counterparts, each of which is an original and all of which, taken together, constitutes one and the same instrument.
- 30.0 Dispute Resolution:** Any dispute between yourself and the Company must be resolved amicably. In case, the dispute is not settled mutually then the same must be referred to a sole arbitrator. In the event you and the Company are not being able to concur on the appointment of a sole arbitrator, then each of them shall be entitled to appoint an arbitrator each and the two arbitrators so appointed shall appoint the third arbitrator. The award of the arbitrator shall be final and binding on you and the Company. The place of arbitration shall be in Mumbai and the language to be used in the arbitral proceedings shall be English. The arbitration proceedings shall be governed by the Arbitration and Conciliation Act, 1996 or any enactment, modification or re enactment thereof and by the laws of India.
- 31.0 Governing Law and Jurisdiction:** This letter agreement shall be interpreted and governed in all respects by the laws prevailing in Mumbai, India without regard for conflict of laws principles. The exclusive jurisdiction of the courts located in India alone and no other courts shall be entitled to entertain and try any dispute or matter relating to or arising out of this letter agreement.



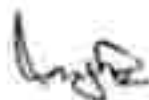
32.0 Code of Conduct:

- a) Your adherence to the CMS IT Services Private Limited Policies and Procedures is vital to your success. When you sign this letter of appointment, you are agreeing to thoroughly familiarize yourself with the CMS IT Services Private Limited Policies and you are agreeing to abide by them.
- b) You also agree that after commencement of employment with us, to access the Human Resources Website and ensure compliance as mentioned in the new hire section. Additionally, from time to time, CMS IT Services Private Limited will communicate important information about its policies by way of electronic mail notification and/or the CMS IT Services Private Limited intranet.

By signing this agreement, you agree to thoroughly review these policy communications and to abide by them.

We are confident about your abilities and sincerely hope to establish a mutually rewarding relationship. Please sign this letter and the additional terms and conditions forming the part of the employment letter, at the designated area and return the copy to our office as acceptance of your employment offer. All of us at CMS IT Services Private Limited wish you good luck in your new assignment and extend a very warm welcome to our organization.

With Best Wishes,
For CMS IT Services Pvt Ltd.,



Varghise K
Vice President – HR & Admin

ACCEPTANCE OF APPOINTMENT

I, _____, accept all the above terms and conditions of Employment.

Signature of Employee
Date



COMPENSATION DETAILS	
Name	Rutuja Vijay Shinde
Designation	Remote Support Engineer
Grade	P02
Location	Mumbai
Date Of Joining	Dec 08 2022

COMPENSATION DETAILS		
COMPONENTS	Amount PM (In Rs.)	Amount PA (In Rs.)
Basic	13,740.00	1,64,880.00
HRA	1,441.00	17,292.00
Personal Allowance	0.00	0.00
Statutory Bonus (Advance Pay)	1,145.00	13,740.00
GROSS SALARY	16,326.00	1,95,912.00
RETIRAL / OTHER BENEFITS		
PF - Employer Contribution	1,649.00	19,788.00
GRATUITY	661.00	7,932.00
Insurance (Mediclaim)	531.00	6,372.00
Total CTC	19,167.00	2,30,004.00

ANNEXURE

- Note:**
- Each component of the compensation package is subject to income tax rules as applicable from time to time.
 - Any considered payment, viz. refund of partial/full notice period recovery by previous employer, joining bonus, relocation expenses, protected payment of variable pay for any particular period or any such payment, will remain as an advance against your name for a period of one year from the date of such payment and you shall refund the same in full to CMS IT, in case of separation from the services of CMS IT for any reason, before completion of one year from the date of such payment.
 - CMS Family Suraksha Plan:** As per the company policies you will be enrolled in CMS Family Suraksha Plan, a Term life insurance plan with sum assured of 10 lacs or 1.5 times CTC whichever is higher. This is a participative policy with company contribution and employee contribution of Rs.840/- per annum which will be recovered in eight equal instalments. Please refer the HR policy for more information.
 - Group Medical Insurance:** As per company policy all employees not covered under ESIC benefits will be eligible for group medical insurance scheme of the company. Premium for the employee will be paid by the company while dependents coverage will be optional to the employee and premium cost will be borne by the employee.
 - Group Personnel Accident Insurance:** As per company policy all employees will be covered under Group Personnel Accident Insurance cover of the company, premium for the employee will be paid by the company.

With Best Wishes,
For CMS IT Services Pvt Ltd.,



Varghise K
Vice President – HR & Admin





Date: 08 Dec 2022

Geetanjali Salunkhe

salunkhegeetanjali4@gmail.com

9307779016

Offer Letter

Dear Geetanjali Salunkhe,

Congratulations! We are pleased to confirm that you have been selected in our company SVN Systech India Pvt Ltd. We are delighted to make you the following job offer:

The position offered is of EUC Support Engineer L1 we would like you to start on 12 Dec 2022 in our esteemed project TCS - TCL. On joining you will be invited to our HR Tool, GreyHR.

Please send acceptance by replying to this mail within 7 days to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of SVN Systech India Pvt Ltd. and look forward to working with you.

The details of the salary breakup is given below in the annexure of this letter.

Thanking You,

For SVN Systech India Pvt Ltd,

Sagar Nayak

Vice President



Annexure

Particulars	Monthly CTC
Basic	12,000.00
HRA	3,122.00
Conveyance	2,000.00
Special Allowance	750.00
Bonus	1,000.00
Gross	18,872.00
Less: ESIC @ 0.75%	142.00
Less: PF @ 12% of Basic	1,530.00
Less: Prof. Tax	200.00
Net Salary	17,000.00
Medical Insurance	0.00
Gratuity	0.00
Employer contribution to LWF	8.00
Employer contribution to ESIC @ 3.25%	614.00
Employer contribution EPF @ 13% of Basic	1,658.00
CTC	21,151.00



OFFER LETTER

Date: 23/12/2022

To,
Mr. Mohin Majumuddin Mulla,

PUNE,

Dear Mohin Majumuddin Mulla,

We are delighted to offer you an opportunity of association with us, starting with the position of **Desktop Support Engineer L2**.

We are committed to giving you every opportunity to learn, grow and use your knowledge, experience, and dedication to the highest potential, thereby excelling in your field and building a better future for yourself. We envision you as an integral part of our team.

Mentioned below are the terms and conditions of your association:-

Designation: **Desktop Support Engineer L2**

Date of joining: **26/12/2022**

Term: A performance review shall be conducted on a regular basis to assess performance and modify this arrangement, if (warranted).

Payment: Annual CTC of INR **312000.00** (including deductions as required by law or as per our company policies) shall be paid to you.

Other terms and conditions: Other terms and conditions of your association with us are specified in the appointment letter which will be signed between us on the date of your joining our Company.

Please note that this offer is subject to:-

- (i) Your communication of acceptance within 24 Hours from the date of receipt of this offer letter.
- (ii) Your submission of the following documents on the date of joining or any reasonable time thereafter:
 - Scanned recent passport sized photograph
 - Photocopies/Scanned copies of:
 - Marksheets (10th, 12th, Graduation, Post-Graduation (if any))
 - Pan Card
 - Aadhaar Card/ Driving License
 - Experience Certificate/ Relieving Letter from all your previous employers (if applicable)
 - Salary Slip/Bank Statement/ any other documentary evidence of the amount received by you before discontinuation of your association with the most recent employer (if applicable)
- (iii) Successful completion of a post-offer, pre-employment medical test (if Applicable), which we shall schedule for you in the city of current residence as soon as possible, following receipt of your acceptance of this offer.
- (iv) Verification of reasonable background and reference checks.

IMPACT Infotech Pvt. Ltd.

Regd. Office : 9, Nishigandha Apartments, 17, Navrajasthan Co. Op. Hq. Society, Senapati Basmat Road, Pune 411 016.
Tel. : 020-2567 6837 / 4837



On receipt of your acceptance, we shall commence with processing other formalities.

We look forward to welcoming you on and from 25/12/2022.

Annexure - I

	Salary Structure	Monthly	Yearly
	Basic	11632.00	139584.00
	DA	2106.00	
	Total Basic	13738.00	
	HRA	5495.00	
	Bonus	1144.00	
	Special Allowance	3667.00	
A	Gross Salary	24044.00	288528.00
	Employee Deduction		
	PF	1900.50	
	ESIC	0.00	
	Insurance	500.00	
	LWF	2.00	
	PT	200.00	
B	Total	2502.50	30024.00
C	Take Home	21542.00	258504.00
	Employer Contribution		
	PF	1950.00	
	ESIC	0.00	
	LWF	5.00	
D	Total	1955.00	23472.00
	CTC(A+D)	26000.00	312000.00

Note :-

- Your total salary emoluments would be approx. Rs. 24044.00/- Gross per month.
- Taxes such as income tax, P.F., ESIC, Insurance & Accident Policy will get deducted as per Government rules and guide lines.

A hearty welcome in Impact Infotech Pvt. Ltd.

For Impact Infotech Pvt. Ltd.



Nitesh Halkar
HR Manager
Recruiter : Rashmi Maurya

Accepted By



Rashmi Maurya

IMPACT Infotech Pvt. Ltd.

OFFER LETTER

Date: 23/12/2022

To,
Mr. Mahin Majumuddin Mulla,

FUNE,

Dear Mahin Majumuddin Mulla,

We are delighted to offer you an opportunity of association with us, starting with the position of **Desktop Support Engineer L2**.

We are committed to giving you every opportunity to learn, grow and use your knowledge, experience, and dedication to the highest potential, thereby excelling in your field and building a better future for yourself. We envision you as an integral part of our team.

Mentioned below are the terms and conditions of your association:-

Designation **Desktop Support Engineer L2**

Date of joining: **26/12/2022**

Term: A performance review shall be conducted on a regular basis to assess performance and modify this arrangement, if required.

Payment: Annual CTC of INR **312000.00** (including deductions as required by law or as per our company policies) shall be paid to you.

Other terms and conditions: Other terms and conditions of your association with us are specified in the appointment letter which will be signed between us on the date of your joining our Company.

Please note that this offer is subject to:-

- (i) Your communication of acceptance within 24 hours from the date of receipt of this offer letter.
- (ii) Your submission of the following documents on the date of joining or any reasonable time thereafter:
 - Scanned recent passport sized photograph
 - Photocopies/Scanned copies of:
 - Marksheets (10th, 12th, Graduation, Post-Graduation (If any))
 - Pan Card
 - Aadhaar Card/ Driving License
 - Experience Certificate/ Relieving Letter from all your previous employers (if applicable)
 - Salary Slips/Bank Statement/ any other documentary evidence of the amount received by you before discontinuation of your association with the most recent employer (if applicable)

You may be required to submit any document other than those mentioned above at a later point in time.

- (iii) Successful completion of a post-offer, pre-employment medical test (if Applicable), which we shall schedule for you in the city of current residence as soon as possible, following receipt of your acceptance of this offer.
- (iv) Verification of reasonable background and reference checks.

IMPACT Infotech Pvt. Ltd.

Regd. Office : F, Nishigandha Apartments, 17, Nirvajasthan Co. Op. Hsg. Society, Senapati Bazar Road, Pune 411 016,
Tel. : 020-2567 6837 / 4837



On receipt of your acceptance, we shall commence with processing other formalities.

We look forward to welcoming you on and from 26/12/2022.

Annexure - I

Salary Structure	Monthly	Yearly
Basic	11632.00	139584.00
DA	2100.00	
Total Basic	13738.00	
HRA	5495.00	
Bonus	1144.00	
Special Allowance	3667.00	
A Gross Salary	24044.00	288528.00
Employee Deduction		
PF	1800.00	
ESIC	0.00	
Insurance	500.00	
LWF	2.00	
PT	200.00	
B Total	2502.00	30024.00
C Take Home	21542.00	258504.00
Employer Contribution		
PF	1950.00	
ESIC	0.00	
LWF	6.00	
D Total	1956.00	23472.00
CTC(A+D)	26000.00	312000.00

Note ->

- Your total salary emoluments would be approx. Rs. 24044.00/- Gross per month.
- Taxes such as Income tax, P.F., ESIC, Insurance & Accident Policy will get deducted as per Government rules and guide lines.

A hearty welcome in Impact Infotech Pvt. Ltd.

For Impact Infotech Pvt. Ltd.

/ Accepted By



Roshani Maurya
HR Manager
Recruiter : Roshani Maurya



Mahin Mojamuddin Mulla

IMPACT Infotech Pvt. Ltd.



Government of India
Ministry of Home Affairs
O/a The Dy. Inspector General
Sashastra Seema Bal
RTC SSB Nalorbari

File No. RTC/B-1/31/Apptt/2022 109-120

24.12.2022
Dated this

ORDER

Consequent upon acceptance of offer of appointment issued by Force Hqs SSB, New Delhi vide OM No. 08/SSB/PERS-II/Recst/OOA/2022/3141-3142 Dated 13/11/2022 the Commandant is pleased to appoint **Shri PAWAR AMIT ANIL** Son of **Sh. ANIL NIVRUTTI PAWAR** in Sashastra Seema Bal as **CT (GD) Non Gazetted Group "C"** against the existing vacancy in the minimum pay of **Rs.21,700/- in Level - 3 of Pay Matrix** on temporary basis with effect from **16/12/2022** **FN / AN.**

2. He/She is entitled to draw Pay and Allowances at the rate as admissible to the Central Government employees from time to time subject to the condition laid down in the rules and orders governing the grant of such pay and allowances in the Force from time to time.

3. His/Her appointment to the post will be governed by Sashastra Seema Bal Act 2007 & Sashastra Seema Bal Rules 2009 and regulations made there under and other rules/orders as issued and amended from time to time by the Government. The appointment is also subject to the following terms and conditions:-

- i. He/She will be on probation for two years from the date of his/her appointment in SSB, which may be extended or curtailed at the discretion of the competent authority as prescribed under SSB Rules but the total period of extension of probation shall not, except where it is necessary, by reasons of any departmental or legal proceedings pending against him/her, exceed two years. During the period of probation, he/she may be required to undergo such training and to pass such tests as the Department may prescribe from time to time.
- ii. The appointment is provisional and subject to verification of character and antecedents from the concerned authorities as per laid down procedures. In the event of furnishing false or incorrect information, his/her service is liable to be terminated as per the provisions of SSB Act and Rules. Moreover, if any facts or statements mentioned by the candidates in the attestation form being found false or incorrect or any adverse finding is reported against him or her, the individual is also liable for disciplinary action under the provisions of SSB Act and Rules.
- iii. He/She will have to furnish an undertaking that if anything adverse comes out in the character and antecedents verification that would make him/her ineligible for appointment in the first instance, and, he/she will be liable to be discharged from Government service forthwith without any further notice. If he/she is found to be colour blind at any stage of his/her service career as per the medical SHAPE policy in force, he/she is liable to be boarded out from service; a clause to this effect should also be inserted in the undertaking.
- iv. His/Her appointment may be terminated at any time by one month notice given by either side namely the appointee or the appointing authority without assigning any reasons. The Government, however, reserves the right of terminating his/her services forthwith or before the expiry of the stipulated period of the notice by making payment to him/her of a sum equivalent to the pay and allowances for the period of notice or the un-expired portion thereof.
- v. During the period of probation, he/she will be liable to be discharged from service at any time without any notice, if
 - a. (a) on the basis of his/her performance or conduct he/she is considered unsuitable for further retention in service, or
 - b. (b) if he/she is otherwise found ineligible or unsuitable for being retained in the service.
- vi. The competent authority as prescribed under SSB Rules may, having regard to the special circumstances of any case, permit him/her to resign from the Force before completing the terms of the engagement; provided that while granting such permission the Competent Authority as prescribed may, require him/her to refund to the Government such amount as would constitute the cost of training given to him/her or three months pay and allowances, whichever is higher. Provided further that he/she on tendering resignation, for accepting a job under the Central or State Governments and local bodies, after having been granted cadre

24/12/22

clearance for the same or completed 10 years of service, shall not be required to refund the sum as provided herein above.

- vii. The appointment carries with it the liability to serve in any part of India or outside India.
- viii. He/She will have to undergo and qualify the "Basic Recruit Training Course/Platoon Commander Course" being conducted by Sashastra Seema Bal within a period of two years from the date of appointment. Not more than two chances will be given for qualifying Basic Recruit Training Course, failing which his/her services shall be liable to be terminated.
- ix. He/She will be covered under the New Pension Scheme notified by the Ministry of Finance No. 5/7/2003-EC&PR dated 22.12.2003 and as amended from time to time.

4. The appointment is subject to taking an oath of allegiance / faithfulness to the Constitution of India (or making solemn affirmation to that effect) in the prescribed form and signing the enrolment form as set out in Appendix-I of SSB Rules, 2009.
5. The appointment is further subject to verification of the relevant certificate through proper channels. If the verification reveals that his/her claim with regard to his/her belonging to SC/ST/Other Backward Classes or not belonging to creamy layer is false, his/her services will be terminated forthwith without assigning any further reason and without prejudice to such further action as may be taken under the provisions of Indian Penal Code for production of false certificate.
6. Other terms and conditions will be governed by the relevant Recruitment/Cadre rules and orders in force from time to time.
7. In accordance with the relevant rules in force in regard to the recruitment to the service under the Government of India, if any declaration or information furnished by him/her proves to be false or if he/she is found to have wilfully suppressed any material information, he/she shall be liable to be removed from service and to any such other action as the Government may deem fit.
8. He/She has been medically examined by the Medical Board and found fit.
9. His/her selection is subject to outcome of the Court cases pending in the various High Courts.
10. His/Her service particulars are furnished below:

(i) Date of Birth : 29/01/2001
(ii) Caste/Religion : EWS / Hindu
(iii) Home Address : Village/Town/Street:- Kodari, PO:- Indoli,
PS:- Wased Tehsil:- Warud,
District:- Satara (Maharashtra), 415110
(iv) Educational Qualification : 10th Pass
(v) Height/Weight : 174 cm / 92-97 cm
(vi) Identification marks : Cut Mark on Rt. Eye Brow
Cut Mark on Rt. Hand Thumb

11. He/She has been posted at **65 Bn** and allotted Uid No. **10181422**

(Signature)
Commandant
RTC, SSB, Saloni Bari

Distribution:-

1. The Commandant, Pers-II, FHQ, SSB, New Delhi.
2. The Commandant, TMO, FHQ, SSB, New Delhi.
3. The Commandant (Admn), FTR Hqrs, SSB, Tezpur.
4. The Commandant (Admn), FTR Hqrs, SSB, Patna.
5. The Commandant, 65th Bn SSB Bagaha.
6. The Sr. Accounts Officer PAO SSB Delhi.
7. The Sr. Accounts Officer ZPAO SSB Patna.
8. Account/OM/TRO/ Insp/Offg, RTC SSB Saloni Bari.
9. Individual concerned.

January 10, 2023

Ms. Priyanka Jalindar Jadhav,
Flat no sector koperkhairne Navi Mumbai Navi Mumbai Mumbai 400708 Maharashtra.
Ph: 7071852002.

Dear Priyanka Jalindar Jadhav,

- You will be engaged as a "Consultant" with the CMS IT Services Pvt Ltd., a company incorporated under the companies Act, 1956 (which expression shall include its affiliates, subsidiaries, and other group companies, hereinafter referred to as "CMS IT") & are expected to be available in the place of Service as instructed to you by the company from time to time as per the requirements.
- You will be paid consultancy fees of INR 15,000/- per month subject to deduction of Government Levies as applicable, in consideration of entire services provided by you to CMS IT. Your payments shall be subject to the provisions of applicable Tax, the compliance of which shall be taken care by you.
- The duration of this agreement is for a period of One Year commencing from January 12, 2023 and ending on January 11, 2024, or your attaining superannuation age of the company which is 60 years currently, whichever falls early. Any extension thereof shall be at the sole discretion of the CMS IT. Your initial place of engagement will be at Mumbai.
- This agreement can be revoked/ terminated by Company at its convenience by giving one month prior written notice to the Consultant without assigning any reasons in this regards. Consultant shall also be eligible to terminate the agreement by issuing one month prior written notice to the company assigning reasons of such termination. However in such case, the consultant shall be liable to complete the task assigned before the date of receiving such notice from Consultant by the Company. Company shall also be liable to pay the approved consultancy fees for the job done by him during the transition period. If the due notice is not given by the Consultant, an amount equivalent to the one month consultancy fees shall be set off/ adjusted/ recovered by the company from the dues payable to the Consultant on any account for the insufficient part of notice period.
- You shall render your services at location. However you may be required to render services to any branch, division or department of the company in India.
- As a Consultant you will not divulge or make known any dealings, accounts, or any other information relating to the company's current and future business without the written consent by the company.



- This leave will not be considered for any encashment/carry forward and shall laps at the time of end of contract/ six months

In token of your acceptance of the above mentioned terms and conditions of your engagement. Please sign and return the duplicate of this letter. We welcome you to our organization with best wishes for a successful career with us.

Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions of the agreement.

Note:

1. **CMS Family Suraksha Plan:** As per the company policies you will be enrolled in CMS Family Suraksha Plan, a Term life insurance plan with sum assured of 10 lacs or 1.5 times CTC whichever is higher. This is a participative policy with company contribution and employee contribution will be recovered in eight equal instalments. Please refer the HR policy for more information.
1. **Group Medical Insurance:** As per company policy you will be covered under medical insurance scheme of the company, Premium will be paid by the company.
2. **Group Personnel Accident Insurance:** As per company policy you will be covered under Group Personnel Accident Insurance cover of the company, premium will be paid by the company.
3. **Benevolence Fund:** As per company policy you will be covered under the Benevolence Fund which is a voluntary initiative by the Company, the contribution towards which shall be in terms of the relevant company policy.

Thanking you,
For CMS IT Services Pvt Ltd.,



Varghise K
Vice President - HR & Admin

Read and Accepted the Terms & Conditions of Employment

Consultant Name : _____

Consultant Signature : _____

Date : _____



LETTER OF INTEREST

Date: 11-January-2023

To

Mr. Nikhil Balasa Pawar

Dear Nikhil,

This Letter of Interest is to inform you about the interview conducted for the position of "Desktop Support Engineer" for deployment at our Pune Office. We are pleased to inform that you have been selected for this position, with a starting date for employment on **10th January 2023**.

Please respond to us via e-mail whether you accept this offer.

For:

Impact Infotech Pvt Ltd

Accepted by:

Nikhil Balasa Pawar

Hitesh Bhatnagar

HR Manager

Recruiter- Kiran Gupta



IM/WIP/OL002209/2223

18 July 2022

Ms. Prajka Eknath Pawar
D/O Eknath Mahipati Pawar, behind primary
school, Vadoli,
Nileshwar, Karad, Satara, Maharashtra-415115

Dear Ms. Prajka Eknath Pawar

CONGRATULATIONS!

We thank you for your keen interest in our Organisation.

Consequent to the interactions you had with us for suitable career opportunities at INFINIMINDS PRIVATE LIMITED (hereinafter known as INFINIMINDS), we have appraised your candidature and we find it meeting requirements. Accordingly, we are pleased to offer you a **Career** role with **INFINIMINDS** as under & according to terms and conditions in brief herein. The detailed Terms and conditions and other information shall be a part of the letter of appointment which will be issued to you on the date of your reporting for duty.

1. If you accept our offer and join us, you will be designated as Desktop Support Engineer L1. Your employment will be on a **FIXED TERM BASIS** and subject to the standard terms and conditions of employment of INFINIMINDS and will be governed by the Core Values, policies, guidelines and rules of INFINIMINDS.
2. This offer of employment with INFINIMINDS is subject to successful completion of background verification checks, employment reference checks and confirmation of your medical and physical fitness for employment by a qualified registered medical practitioner, appointed by the Company.
3. Your Annual Cost to Company (CTC) for the position will be: **Rs. 2,09,529.00/-**. Please refer details of Cost to Company including break up of components in Annexure 1.
4. Your date of appointment is effective from the date of your reporting for duty which shall not be later than **21 July 2022** until which date this offer shall stand valid and thereafter ceases.
5. This term of engagement on **FIXED TERM BASIS** is valid for **Twelve months** from the date of appointment. This term may be renewed solely at the discretion of the Client / INFINIMINDS. However in the absence of any renewals, this engagement will automatically cease to exist beyond the last date of the fixed term engagement as outlined above.
6. The aforesaid position is a client-facing role and your services shall bear engagement with our Client **WIPRO LIMITED**, at their Karapur/ambur location.
7. Please note that you will be required to agree upon and sign and be duly bound by the Employee Non-disclosure, Non-solicitation and Non-compete Agreements, should you decide to join the employment of the Company.

For INFINIMINDS PRIVATE LIMITED

AUTHORIZED SIGNATORY



(Accepted the Offer & Terms)
CANDIDATE

We hope you will find this offer acceptable to you. We're confident that you will contribute to the Vision, Values and Growth of the Company and we eagerly await to welcome you to join the INFINIMINDS (INFIMIND) FAMILY.

**ANNEXURE 1
COMPENSATION DETAILS (INR) OF OFFER**

18 July 2022

NAME	Pranita Ekshith Pawar	DESIGNATION	Desktop Support Engineer L1
CLIENT DEPUTATION	WIPRO LIMITED	LOCATION	Kanjurmarg

SALARY ANNEXURE

Fixed Salary - A			
Component	Frequency	Monthly Component	Yearly Component
Basic	Fixed	15426.00	185112.00
HRA	Fixed	871.00	10452.00
Statutory Bonus	Fixed	1118.00	13416.00
Total Fixed Salary - A		17415.00	208980.00
Other Benefits - B			
Component	Frequency	Monthly Component	Yearly Component
Provident Fund	Variable	1745.00	20940.00
ESIC	Variable	454.50	5454.00
Total Other Benefits - B		2200.00	26394.00
Additional Benefits - C			
Component	Frequency	Monthly Component	Yearly Component
LWF	Fixed	1.00	12.00
Total Additional Benefits - C		1.00	12.00
Total Gross Yearly CTC (A + B)		17454.00	215386.00
Total Gross Yearly CTC (A + B + C)		17455.00	215398.00

All Comp & Benefit details are correct as per the offer letter. The company reserves the right to change the details of the offer letter at any time without any notice. The company reserves the right to change the details of the offer letter at any time without any notice. The company reserves the right to change the details of the offer letter at any time without any notice.

**The annual CTC stated for employees in this offer letter is based on the assumption that the employee will be working full-time for the company. In the event that any changes may be effected in the offer letter, the company reserves the right to change the offer letter at any time without any notice. The company reserves the right to change the details of the offer letter at any time without any notice. The company reserves the right to change the details of the offer letter at any time without any notice.

FOR INFINIMINDS PRIVATE LIMITED

AUTHORIZED SIGNATORY



Accepted On: 18 July 2022
SARITA P.

Sub: Offer Letter

Ms. Ashwini Maruti Thorat

Dated: 22-Feb-2023

Dear Ashwini,

We are pleased to offer you a position with Outworks Solutions Pvt. Ltd as **Service Desk Engineer**.

Your appointment shall be effective from **27-Feb-2023**.

As agreed and accepted by you, your gross annual compensation, inclusive of all the benefits shall be **INR 240000/-**. Refer attached Annexure - A.

Please note that all the applicable taxes shall be deducted at source from your salary, under the Central & the State Laws. Also, your Salary will be subject to deductions, on account of your contribution to employees' provident fund (PF) and LWF deductions.

Mediclaim gives you a coverage of up to Rs. 3L. Gratuity will be paid to you as per government rules and regulations. We have Annual Salary appraisals based on your performance.

Your employment with Outworks Solutions Pvt. Ltd. will have an initial probation period of three (3) months during which your performance will be evaluated. At the end of your probation period, on satisfactory performance, your employment with Outworks Solutions Pvt. Ltd. will be confirmed. Your employment will be subject to successful clearance of background verification. In case you fail in the BGV, your services will be terminated without notice and you will not receive any salary for the period you have worked.

We are pleased that you are interested in Outworks Solutions Pvt. Ltd., realizing this is an important decision for you in your career. We believe this position is an excellent opportunity, and we are confident that it will provide you with the personal challenge and potential growth opportunity that you seek.

You need to confirm your joining to us, by mailing a under signed copy of this letter within 3 days of receiving this offer. Your work days/ timings will be as per the Company's rules pertaining to the office to which you are currently attached. If you are required to work on shifts, your work timings will be communicated to you by your reporting manager.



Outworks Solutions (Pvt.) Ltd.

H - 185, Sector - 63, Noida - 201 309 U. P. (INDIA)
Ph. : +91-120-4094700 Fax: +91-120-4094755

DOCUMENTS REQUIRED

On the date of joining you would need to submit the photocopies/soft copy of the following documents (Please do bring the original testimonials).

1. Signed offer letter.
2. Hard Copy of Resume
3. High School Certificate
4. Educational Certificates with Mark sheets.
5. All technical qualifications certificate with Mark sheets
6. Relieving/Experience Certificate from the previous employer.
7. Income Certificate with TDS details for the current financial year
8. Last 2 month's Salary Slip from the previous employer.
9. 4 Passport size photographs.
10. Form 16 of Previous employer
11. 2 Photocopies of Passport
12. Photocopy of the Driving License
13. Copy of RC of you vehicle in your name.
14. Copy of PAN card.
15. Aadhar Card

Please make sure that you have the copies of all these documents with you. Other than this you also have to give the references asked for the official records by the HR Department. Any false document presented by you could lead to suspension of your Appointment with OutworX.

We appreciate your entrepreneurial instincts and welcome your decision to join our organization. We endeavor to build this organization to be a global player. In doing so together we will preserve the core values that we stand for.

I am sure together we will make it happen.

I accept this offer of Employment with Outworks Solutions Pvt. Ltd., I agree to comply with the terms and conditions of this offer.

Ashwini Maruti Thorat



Date

Outworks Solutions (Pvt.) Ltd.

H - 195, Sector - 63, Noida - 201 309 U. P. (INDIA)
Ph. : +91-120-4094700 Fax : +91-120-4094755

"ANNEXURE-A"		
Name:	Ashwini Maruti Thorat	
Date of Joining	27-Feb-2023	
PAN	CKQPT16B1J	
Salary	Amount (In Rs.) Per Month	Amount (In Rs.) Per Annum
Basic & DA	14,076.00	1,68,912.00
HRA	1,658.00	19,896.00
Stipendary Bonus	1,173.00	14,076.00
Gross Salary	16,907.00	2,02,884.00
Employee PF Contribution @ 12%	1,689.00	20,268.00
Employee ESIC Contribution @ 7.5%	127.00	1,524.00
LWF Employee Contribution	12.00	144.00
PT	200.00	2,400.00
Net Take home (Before Tax)	14,879.00	1,78,548.00
Additional:		
Employee PF contribution @ 12%	1,689.00	20,268.00
PF Admin Charge @ 1%	141.00	1,692.00
Employer ESIC Contribution @ 3.25%	550.00	6,600.00
Gratuity	677.00	8,124.00
LWF Employer Contribution	36.00	432.00
CTC	20,000.00	2,40,000.00

Ashwini Maruti Thorat



Date

Date: Feb 23, 2023
Offer No : QS2993117

ADNAN SIRAJ MULLA
NAVIN SARKARI DAVAHANYA JAVAL,
SATARA 415108
MAHARASHTRA

APPOINTMENT LETTER

We are pleased to offer you employment at QUESS Corp Limited as per the following terms:

DEPUTATION:

You are deputed to our clients sites under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from FEB 27, 2023 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of india as and required by Quess for rendering the services under this contract.

TENURE:

The term of your employment shall be valid from FEB 27, 2023.

LOCATION:

You are required to work at client's location at MUMBAI.

POSITION:

You are appointed as ASSOCIATE ENGINEER.

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

WORKING HOURS:

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at QUESS within the cut-off date as mutually agreed for pay-roll processing.

Quess Confidential
This is a system generated letter

Offer No : QS2993117

Page 2

QUESS Corp Limited
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesscorp.com> | Toll Free No: 1800-572-3333



for communication and shall be deemed to be effective on you.

BACKGROUND VERIFICATION:

The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated.

ABSENTEEISM:

You should be regular and punctual in your attendance. If you remain absent for 5 consecutive working days or more without sanction of leave or prior permission or if you over stay sanctioned leave beyond 5 consecutive working days or more it shall be deemed that you have voluntarily abandonment your employment with the company and your services are liable to be terminated accordingly.

RULES AND REGULATIONS:

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

OTHER TERMS OF CONTRACT:

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of QUESS (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

JURISDICTION:

Notwithstanding the place of working or placement or the normal or usual residence of the employee concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

ID CARD:

Basis requirement, You will be issued ID Card at the time of joining. Displaying your ID Card is mandatory

QueSS Confidential

Offer No: /QES991117

Page 2

This is a system generated letter.

QUESS Corp Limited

3/3/2, Bellendar Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-8333



during your duty hours. At the time of Exit, You will be required to submit the ID Card to our COE Centre (Address Given Below).

In case, you fail to submit your ID Card, you will be liable to pay back Rs.50/- and it will be recovered from your Full & Final Settlement.

Quess Corp Limited
COE (Centre Of Experience)
8th Floor, A-19,31 Raghukul Tower,
Sirsi Road, Khatipura (T-Point)
Jaipur, Rajasthan 302021

Note:

1. It is Employee responsibility to submit the card to COE Centre and also share the Courier Receipt over email Idcards@quesscorp.com with subject line OMS ID/Employee ID.

2. In case Employee notify that He / She has lost the Card then they have to mandatorily notify it in written (Email / Letter) to Idcards@quesscorp.com

You shall report to work on Feb 27 2023 at the clients place.


You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**


Arjun Ramaraju
CEO-Qtek Systems & Quess GTS



I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily

Quess Confidential
This is a system generated letter

Offer id - 052981117

Page 4

QUESS Corp Limited

3/3/2, Bellandur Gate, Serjapur Road, Bangalore - 560003, Karnataka, India
<http://www.quesscorp.com> | Toll Free No: 1800-572-3333

accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name: _____

Signature: _____

Place: _____

Date: _____



QueSS Confidential
This is a system generated letter

Offer No: QSS202217

Page 3

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333

Annexure A

Compensation Sheet

Offer No: **QS2993117**

Associate Name: **ADNAN SIRAJ MULLA**

Designation: **Associate Engineer**

Location: **MUMBAI**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	12650	151800
House Rent Allowance	4073	48876
Statutory bonus	1054	12648
Gross Salary	17777	213324

Employer's Contribution		
Employer_esi	578	6936
Employer Provident Fund	1645	19740
Total Contribution	2223	26676
Cost to Company: (CTC)	20000	240000

Deduction: (Subjected to change)		
Employee Esi	134	1608
Provident Fund	1518	18216
Professional Tax	200	2400
Total Deduction	1852	22224
Net Take Home	15925	191100

Arjun Ramaraju
 CEO-Qtek Systems & Qess GTS



Dear Associate,

Please download the WorQ App on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESI/Insurance Nos, Form 16)
- Get Digital ID Card
- Get Easy Access to Quess helpline
- Get access to Quess Market to get lucrative offers specifically for Quess Associates
- Get host of learning opportunities

You will receive your User Id / Password & Company ID by sms to your registered mobile No.

For any issues in login to WorQ app, please email to help@quesscorp.com.

Please mention your

- Offer No :QS2993117
- Name :ADNAN SIRAJ MULLA
- Mobile No

Link to download WorQ

Play Store (Android) - <https://goo.g/rqsMrv>

App Store (IOS) - <https://goo.g/lDmHpEj>



JOB OFFER LETTER

Date : 20-03-2023

To,
Avinash Kadam
Hingangaon Bk.
Sangli,
Sangli - 415305
Maharashtra

Dear Avinash Kadam,
Greetings!!!

This has reference to your application and subsequent interview you had with us for the position of Desktop Support Engineer L2. We found you suitable for this Position and we believe you will be one of the valuable assets for the company.

If you accept this job Offer, as per Company Policy you will be eligible to receive the following CTC Rs.23500/- per month from the date of your joining.

If you accept this job Offer, your Joining Date will be 20-Mar-2023.

Initially, you shall be handling operations from Mumbai. Your immediate head of department / supervisor will be Hina Khan (Head Recruitment).

The Mutually agreed appointment letter will be handed over when you are willing to join us.

Sincerely,

For, Acute Informatics Pvt. Ltd.


Kirti Kulkarni

Associate Hr Executive



ANNEXURE

Salary details of Pratik Prakash Homkar

COMPONENTS	AMOUNT PER MONTH	AMOUNT PER ANNUM
MONTHLY		
BASIC SALARY	13,428	1,61,112
HRA	1,471	17,652
MONTHLY BONUS	1,118	13,416
MOBILE ALLOWANCE	200	2,400
MONTHLY GROSS SALARY (A)	16,215	1,94,580
STATUTORY		
ESI	527	6,324
GRATUITY - 4.81% on (Basic)	646	7,752
PROVIDENT FUND	1,635	19,620
TOTAL STATUTORY	2,808	33,696
COST TO COMPANY (CTC)	19,023	2,28,276
DEDUCTION		
ESI	122	1,464
PROVIDENT FUND	1,835	19,620
PROFESSIONAL TAX	200	2,400
TOTAL DEDUCTION	1,957	23,484
NET PAY	14,258	1,71,096

Confidential





Date: 19th April 2023

Attention: Tejas Gaikwad,

Dear Tejas,

Subject: Proposed Draft Offer Letter: "IT Security Engineer"

With reference to our discussion on call, we are pleased to offer you the position of "IT Security Engineer" at our organization - ProTechmanize Solutions Pvt Ltd, under the following terms and conditions:

We hope you will enjoy your role and make significant contributions to the success of the business. Your employment will commence **20th April 2023**. You will be currently working from Mumbai. Your annual compensation would be as agreed (Monthly INR **284938**). A detailed letter with terms and condition of appointment will be issued to you after joining, subject to complying of the joining formalities.

You are requested to complete the onboarding procedure online on your joining day and carry originals for verification as the process of joining formalities. The link for onboarding will be shared to your personal email id.

Please understand that in case if any discrepancy is found in the document submitted or under verification process, the offer of employment will be automatically revoked and your appointment with organization cancelled.

You will be on probation for a period of initial 6 (six) months from the date of joining.

For,
ProTechmanize Solutions Pvt Ltd
Amrita Dhun
Sr. Manager- HR



Annexure A – Annual Salary Break up details

SALARY COMPONENTS	IN INR (Monthly)	IN INR (Yearly)
Basic	8000	96000
HRA	4000	48000
Personal Development allowance	9000	112800
Gross Total	21400	256800
Pf Employee Contribution	900	11520
Professional Tax	200	2500
Net pay	20240	242780
Pf Employer Contribution	900	11520
Gratuity (4.83% on Basic)	385	4618
Individual Health Policy	0	12000
Total CTC	22745	284938

Please Note:

1. TDS as applicable
2. Health Policy, benefits of sum assured 3 lacs will be given after probation period
3. One Year bond is applicable.
4. Any changes in the policy will be under management discretion.

You are requested to confirm the acceptance of your proposed offer letter being issued to you within 2 working days, else the offer made to you will stand automatically withdrawn and this offer will no longer valid.

For,
 ProTechmannee Solutions Pvt Ltd
 Anrita Dhuari
 Sr. Manager HR





Date: 18th April 2023

Attention: Tejas Salikwad

Dear Tejas,

Subject: Proposed Draft Offer Letter: "IT Security Engineer"

With reference to our discussion on call, we are pleased to offer you the position of "IT Security Engineer" at our organization - ProTechmanize Solutions Pvt Ltd. under the following terms and conditions:

We hope you will enjoy your role and make significant contributions to the success of the business. Your employment will commence 20th April 2023. You will be currently working from Mumbai. Your annual compensation would be as agreed mutually INR 284938

A detailed letter with terms and condition of appointment will be shared to you after joining, subject to complying of the joining formalities.

You are requested to complete the onboarding procedure online on your joining day and carry originals for verification as the process of joining formalities. The link for onboarding will be shared to your personal email id.

Please understand that in case if any discrepancy is found in the document submitted or under verification process, the offer of employment will be automatically revoked and your appointment with organization cancelled.

You will be on probation for a period of initial 6 (six) months from the date of joining.

For,
ProTechmanize Solutions Pvt Ltd
Anrita Ghon
Sr. Manager - HR



Annexure A – Annual Salary Break up details

SALARY COMPONENTS	INR (Monthly)	INR (Yearly)
Basic	8000	96000
HRA	4000	48000
Personal Development allowance	9000	108000
Gross Total	21400	256800
PF Employee Contribution	900	10800
Professional Tax	300	3600
Net pay	20200	242400
PF Employer Contribution	900	10800
Gratuity (4.81% on Basic)	960	11520
Individual Health Policy	0	12000
Total CTC	22745	284724

Please Note:

1. TDS as applicable.
2. Health Policy, benefits of sum assured) tax will be given after probation period.
3. One Year bond is applicable.
4. Any changes in the policy will be under management discretion.

You are requested to confirm the acceptance of your proposed offer letter being issued to you within 2 working days, else the offer made to you will stand automatically withdrawn, and this offer will no longer valid.

For,
 ProTechnizer Solutions Pvt Ltd
 Amrita Dhall
 Sr. Manager HR



OFFER LETTER

Date: 17/05/2023

To,
Mrs. Sayali Sunil Salunkhe,

PUNE,

Dear Sayali Sunil Salunkhe,

We are delighted to offer you an opportunity of association with us, starting with the position of **Desktop Support Engineer L2**.

We are committed to giving you every opportunity to learn, grow and use your knowledge, experience, and dedication to the highest potential, thereby excelling in your field and building a better future for yourself. We envision you as an integral part of our team.

Mentioned below are the terms and conditions of your association:-

Designation **Desktop Support Engineer L2**

Date of joining: **22/05/2023**

Term: A performance review shall be conducted on a regular basis to assess performance and modify this arrangement, if required.

Payment: Annual CTC of INR 360000.00 (including deductions as required by law or as per our company policies) shall be paid to you.

Other terms and conditions: Other terms and conditions of your association with us are specified in the appointment letter which will be signed between us on the date of your joining our Company.

Please note that this offer is subject to:-

- (i) Your communication of acceptance within 24 Hours from the date of receipt of this offer letter.
- (ii) Your submission of the following documents on the date of joining or any reasonable time thereafter:
 - Scanned recent passport sized photograph
 - Photocopies/scanned copies of:
 - Marksheet (10th,12th, Graduation, Post-Graduation (if any))
 - Pan Card
 - Aadhaar Card/ Driving License
 - Experience Certificate/ Relieving Letter from all your previous employers (if applicable)
 - Salary Slip/Bank Statement/ any other documentary evidence of the amount received by you before discontinuation of your association with the most recent employer (if applicable)



You may be required to submit any document other than those mentioned above at a later point in time.

- (iii) Successful completion of a post-offer, pre-employment medical test (if Applicable), which we shall schedule for you in the city of current residence as soon as possible, following receipt of your acceptance of this offer.
- (iv) Verification of reasonable background and reference checks.

Signature _____

IMPACT Infotech Pvt. Ltd.

On receipt of your acceptance, we shall commence with processing other formalities.

We look forward to welcoming you on and from 22/05/2023.

Annexure – I

	Salary Structure	Monthly	Yearly
	Basic	11632.00	139584.00
	DA	3044.00	
	Total Basic	14676.00	
	HRA	5870.00	
	Bonus	1223.00	
	Special Allowance	6275.00	
A	Gross Salary	28044.00	336528.00
	Employee Deduction		
	PF	1800.00	
	ESIC	0.00	
	Insurance	500.00	
	LWF	2.00	
	PT	200.00	
B	Total	2502.00	30024.00
C	Take Home	25542.00	306504.00
	Employer Contribution		
	PF	1950.00	
	ESIC	0.00	
	LWF	0.00	
D	Total	1956.00	23472.00
	CTC(A+D)	30000.00	360000.00

Note >

- Your total salary emoluments would be approx. **Rs. 28044.00/- Gross** per month.
- Taxes such as income tax, P.F., ESIC, Insurance & Accident Policy will get deducted as per Government rules and guide lines.

A hearty welcome in Impact InfoTech Pvt. Ltd.

For Impact Infotech Pvt. Ltd.

Accepted By



Nitish Itkar
HR Manager
Recruiter : (Simran Sarkate)



Sayali Sumit Salunke

IMPACT Infotech Pvt. Ltd.

TERMINATION & SUSPENSION:

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, QUESS or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. QUESS reserves all such right to withheld full or a portion of your salary during such suspension period.

NOTICE PERIOD:

In the eventuality if you wish to separate from the organization you will need to give 30 day's notice in writing. The Contract can be terminated at the discretion of QUESS subject to 30 day's notice.

However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases, QUESS will have / reserve rights to terminate immediately without giving notice period.

INDEMNITY:

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

CODE OF CONDUCT:

You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you.

HOLIDAYS:

You will be entitled to paid holidays in a year as notified by the company from time to time.

ADDRESS FOR COMMUNICATION:

The address of communication for the purpose of service of notice and other official communication to the company shall be the registered address of the company. The address of communication and service of notice and other official communication is the address set out as above and your present residential address namely. In the event there is a change in your address, you shall inform the same in writing to the Management and that shall be the address last furnished by you, shall be deemed to be sufficient

QueSS Confidential
This is a system generated letter

Offer No: QSS107503

QUESS Corp Limited

3/3/2, Bellandur Sate, Sarjapur Road, Bangalore - 560103, Karnataka, India
(<http://www.quesScorp.com>) Toll Free No: 1800-572-3333



for communication and shall be deemed to be effective on you.

BACKGROUND VERIFICATION:

The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated.

ABSENTEEISM:

You should be regular and punctual in your attendance. If you remain absent for 5 consecutive working days or more without sanction of leave or prior permission or if you over stay sanctioned leave beyond 5 consecutive working days or more it shall be deemed that you have voluntarily abandonment your employment with the company and your services are liable to be terminated accordingly.

RULES AND REGULATIONS:

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

OTHER TERMS OF CONTRACT:

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of QUESS (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

JURISDICTION:

Notwithstanding the place of working or placement or the normal or usual residence of the employee concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

ID CARD:

Basis requirement, You will be issued ID Card at the time of joining. Displaying your ID Card is mandatory

QueSS Confidential
This is a system generated letter

Offer No: QS2107903

Page 3

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quescorp.com> | Toll Free No: 1800-572-3333



during your duty hours. At the time of Exit, You will be required to submit the ID Card to our COE Centre (Address Given Below).

In case, you fail to submit your ID Card, you will be liable to pay back Rs.50/- and it will be recovered from your Full & Final Settlement.

Quess Corp Limited
COE (Centre Of Experience)
8th Floor, A-19,31 Raghukul Tower,
Sirsi Road, Khatipura (T-Point)
Jaipur, Rajasthan 302021

Note:

1. It is Employee responsibility to submit the card to COE Centre and also share the Courier Receipt over email idcards@quesscorp.com with subject line OMS ID/Employee ID.

2. In case Employee notify that He / She has lost the Card then they have to mandatorily notify it in written (Email / Letter) to idcards@quesscorp.com.

You shall report to work on May 23 2023 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited**,

Arjun Ramaraju
CED-Qtek Systems & Quess GTS



I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily

Quess Confidential

Offer No: Q52307503

Page 4

This is a system generated letter.

QUESS Corp Limited

1/3/2, Bellandur Gate, Sirsiapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesscorp.com> | Toll Free No: 1800-572-3333

accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name:.....

Signature:.....

Place:.....

Date:.....



May 17, 2023

Mr. Ajinkya Bhimrao Thorat,
Bus Stand shejari sonsal, Kadegaon, Sonkire,
Sanglimaharashtra, Sangli, 415303 - Maharashtra.
Ph: 8262905285.

Dear Ajinkya Bhimrao Thorat,

- You will be engaged as a "Consultant" with the CMS IT Services Pvt Ltd., a company incorporated under the companies Act, 1956 (which expression shall include its affiliates, subsidiaries, and other group companies, hereinafter referred to as "CMS IT") & are expected to be available in the place of Service as instructed to you by the company from time to time as per the requirements.
- You will be paid consultancy fees of **INR 16,667/-** per month subject to deduction of Government Levies as applicable, in consideration of entire services provided by you to CMS IT. Your payments shall be subject to the provisions of applicable Tax, the compliance of which shall be taken care by you.
- The duration of this agreement is for a period of **One Year** commencing from **May 18, 2023** and ending on **May 17, 2024**, or your attaining superannuation age of the company which is 60 years currently, whichever falls early. Any extension thereof shall be at the sole discretion of the CMS IT. Your initial place of engagement will be at **Mumbai**.
- This agreement can be revoked/ terminated by Company at its convenience by giving **one month** prior written notice to the Consultant without assigning any reasons in this regards. Consultant shall also be eligible to terminate the agreement by issuing one month prior written notice to the company assigning reasons of such termination. However in such case, the consultant shall be liable to complete the task assigned before the date of receiving such notice from Consultant by the Company. Company shall also be liable to pay the approved consultancy fees for the job done by him during the transition period. If the due notice is not given by the Consultant, an amount equivalent to the one month consultancy fees shall be set off/ adjusted/ recovered by the company from the dues payable to the Consultant on any account for the insufficient part of notice period.
- You shall render your services at location. However you may be required to render services to any branch, division or department of the company in India.
- As a Consultant you will not divulge or make known any dealings, accounts, or any other information relating to the company's current and future business without the written consent by the company.



- In rendering your services you will strictly abide by and adhere to the instructions issued to you by the concerned Business Head.
- You will be responsible for safekeeping and return in good condition and order all our property / Documents, which may be in your use, custody and charge on demand, or at the termination of this Agreement, whichever shall come first.
- You are requested to mention your PAN No. & GSTN, if any on all claims/bills submitted to us.
- On completion / termination of this agreement, you will not join/ serve any Organization/ Company which are engaged in similar business directly or indirectly for a period of six months, without written consent from CMS IT Services Pvt Ltd.
- During your engagement with our Company any Intellectual property which may arise out of this relation will exclusively belong to the Company.
- In the event you breaches, or threatens to breach any of the covenants expressed herein, the damages to the Company will be difficult to quantify; therefore, the Company may apply to a court of competent jurisdiction for injunctive or other equitable relief to restrain such breach or threat of breach, without disentitling the Company from any other relief in either law or equity...
- You agrees that in carrying out his duties and responsibilities under this Agreement, you will neither undertake nor cause, nor permit to be undertaken, any activity which either (i) is illegal under any laws, decrees, rules, or regulations in effect; or (ii) would have the effect of causing the Company to be in violation of any laws, decrees, rules, or regulations in effect. Consultant agrees to notify the Company immediately of any extortive solicitation, demand, or other request for anything of value, by or on behalf of any entity or individual, relating to the subject matter of this Agreement.
- You shall indemnify and keep the company indemnified throughout the aforesaid period from any damage, loss, claim or action arising directly or indirectly through any act of commission or omission on the part of or by or through you.
- This Engagement is not assignable by you, whether by operation of law or otherwise.
- Jurisdiction: Any dispute between yourself and the Company must be resolved mutually. In case, the dispute is not settled mutually then the same can be settled in the exclusive jurisdiction of the courts at Mumbai only.
- It is hereby agreed and understood by and between the parties hereto that if any of the clauses herein above are held to be partially or wholly invalid this will not invalidate the entire agreement.
- You will be eligible for One leave per month during this tenure and the same has to be approved by the management/reporting manager well in advance.



- This leave will not be considered for any encashment / carry forward and shall lapse at the time of end of contract / six months

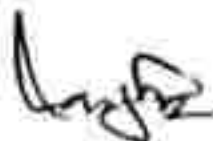
In token of your acceptance of the above mentioned terms and conditions of your engagement, Please sign and return the duplicate of this letter. We welcome you to our organization with best wishes for a successful career with us.

Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions of the agreement.

Note:

1. **CMS Family Suraksha Plan:** As per the company policies you will be enrolled in CMS Family Suraksha Plan, a Term life insurance plan with sum assured of 10 lacs or 1.5 times CTC whichever is higher. This is a participative policy with company contribution and employee contribution will be recovered in eight equal instalments. Please refer the HR policy for more information.
1. **Group Medical Insurance:** As per company policy you will be covered under medical insurance scheme of the company, Premium will be paid by the company.
2. **Group Personnel Accident Insurance:** As per company policy you will be covered under Group Personnel Accident Insurance cover of the company, premium will be paid by the company.
3. **Benevolence Fund:** As per company policy you will be covered under the Benevolence Fund which is a voluntary initiative by the Company, the contribution towards which shall be in terms of the relevant company policy.

Thanking you,
For CMS IT Services Pvt Ltd.,



Varghise K
Vice President - HR & Admin

Read and Accepted the Terms & Conditions of Employment:

Consultant Name : _____

Consultant Signature : _____

Date : _____



Date: May 22, 2023
Offer No : Q53107503

POOJA AANANDA EKAWADE4
AT EKAVADEWADI POST SALAVE
MUMBAI 415112
MAHARASHTRA

APPOINTMENT LETTER

We are pleased to offer you employment at QUESS Corp Limited as per the following terms:

DEPUTATION:

You are deputed to our clients sites under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from MAY 23, 2023 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of India as and required by Quess for rendering the services under this contract

TENURE:

The term of your employment shall be valid from MAY 23, 2023.

LOCATION:

You are required to work at client's location at MUMBAI.

POSITION:

You are appointed as ASSOCIATE ENGINEER.

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

WORKING HOURS:

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at QUESS within the cut-off date as mutually agreed for pay-roll processing.

Quess Confidential
This is a system generated letter

Offer No | Q53107503

Page 2

QUESS Corp Limited

1/1/2, Bellandur Gata, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-372-3333



Annexure A

Compensation Sheet

Offer No: **QS3107503** Associate Name: **POOJA AANANDA EKAWADE4**
Designation: **ASSOCIATE ENGINEER** Location: **MUMBAI**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	13340	160080
House Rent Allowance	2477	29724
Statutory_bonus	1111	13332
Gross Salary	16928	203136

Employer's Contribution		
Employer_esi	551	6612
Employer Provident Fund	1734	20808
Total Contribution	2285	27420
Cost to Company: (CTC)	19213	230556

Deduction: (Subjected to change)		
Employee Esi	127	1524
Provident Fund	1601	19212
Professional Tax	200	2400
Total Deduction	1928	23136
Net Take Home	15000	180000

Arjun
Arjun Ramaraju
CEO-Qtek Systems & Qness GTS



Dear Associate,

Please download the WorQ App on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16)
- Get Digital ID Card
- Get Easy Access to Quess helpline
- Get access to Quess Market to get lucrative offers specifically for Quess Associates
- Get host of learning opportunities

You will receive your User Id / Password & Company ID by sms to your registered mobile No.

For any issues in login to WorQ app, please email to help@quesscorp.com.

Please mention your

- Offer No : QS3107503
- Name : PODJA AARANDA EKAWADE4
- Mobile No

Link to download WorQ

Play Store (Android) - <https://goo.gl/rqsMar>

App Store (IOS) - <https://goo.gl/DmHpE>



Date: May 22, 2023
Offer No : QS3106810

PRAJAKTA JAYVANT DISALE
402 TIRUPATI PARK BINDU MADHAV NAGAR,
MUMBAI 400708
MAHARASHTRA

APPOINTMENT LETTER

We are pleased to offer you employment at QUESS Corp Limited as per the following terms:

DEPUTATION:

You are deputed to our clients sites under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from MAY 23, 2023 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of india as and required by Quess for rendering the services under this contract.

TENURE:

The term of your employment shall be valid from MAY 23, 2023.

LOCATION:

You are required to work at client's location at MUMBAI.

POSITION:

You are appointed as ASSOCIATE ENGINEER.

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

Quess Confidential
This is a system generated letter

Offer No: QS3106810

Page 1

QUESS Corp Limited

1/1/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3133



TO CHECK IF YOUR OFFER LETTER IS GENUINE,
Open the camera on your smart phone and scan.



WORKING HOURS:

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at QUESS within the cut-off date as mutually agreed for pay-roll processing.

TERMINATION & SUSPENSION:

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, QUESS or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. QUESS reserves all such right to withheld full or a portion of your salary during such suspension period.

NOTICE PERIOD:

In the eventuality if you wish to separate from the organization you will need to give 30 day's notice in writing. The Contract can be terminated at the discretion of QUESS subject to 30 day's notice.

However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases, QUESS will have / reserve rights to terminate immediately without giving notice period.

INDEMNITY:

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

CODE OF CONDUCT:

You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client

Quess Confidential

Offer No: QES2108820

Page 2

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE,

Open the camera on your smart phone and scan.

either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you.

HOLIDAYS:

You will be entitled to paid holidays in a year as notified by the company from time to time.

ADDRESS FOR COMMUNICATION:

The address of communication for the purpose of service of notice and other official communication to the company shall be the registered address of the company. The address of communication and service of notice and other official communication is the address set out as above and your present residential address namely. In the event there is a change in your address, you shall inform the same in writing to the Management and that shall be the address last furnished by you, shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

BACKGROUND VERIFICATION:

The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated.

ABSENTEEISM:

You should be regular and punctual in your attendance. If you remain absent for 5 consecutive working days or more without sanction of leave or prior permission or if you over stay sanctioned leave beyond 5 consecutive working days or more it shall be deemed that you have voluntarily abandonment your employment with the company and your services are liable to be terminated accordingly.

RULES AND REGULATIONS:

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

OTHER TERMS OF CONTRACT:

Quess Confidential
This is a system generated letter

Offer No : Q52308810

Page 3

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.



In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of QUESS (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

JURISDICTION:

Notwithstanding the place of working or placement or the normal or usual residence of the employee concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

ID CARD:

Basis requirement, You will be issued ID Card at the time of joining. Displaying your ID Card is mandatory during your duty hours. At the time of Exit, You will be required to submit the ID Card to our COE Centre (Address Given Below).

In case, you fail to submit your ID Card, you will be liable to pay back Rs.50/- and it will be recovered from your Full & Final Settlement.

Quess Corp Limited
COE (Centre Of Experience)
8th Floor, A-19,31 Raghukul Tower,
Siri Road, Khatipura (T-Point)
Jaipur, Rajasthan 302021

Note:

1. It is Employee responsibility to submit the card to COE Centre and also share the Courier Receipt over email idcards@quesscorp.com with subject line OMS ID/Employee ID.
2. In case Employee notify that He / She has lost the Card then they have to mandatorily notify it in written (Email / Letter) to idcards@quesscorp.com

Quess Confidential
This is a system generated letter

Offer No: QES108810

Page 4

QUESS Corp Limited
3/1/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesscorp.com> | Toll Free No: 1800-572-3833



TO CHECK IF YOUR OFFER LETTER IS GENUINE,
Open the camera on your smart phone and scan.



You shall report to work on May 23 2023 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip.
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**



Arjun Ramaraju
CEO-Qtek Systems & Qess GTS

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name: _____

Signature: _____

Qess Confidential
This is a system generated letter

Offer No: 0202020202

Page 5

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesstcorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.



Place:

Date:

Quess Confidential
This is a system generated letter

Offer No: QESS00030

Page 5

QUESS Corp Limited

W/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.



Annexure A

Compensation Sheet

Offer No: **Q53108810** Associate Name: **PRAJAKTA JAYVANT DISALE**
 Designation: **ASSOCIATE ENGINEER** Location: **MUMBAI**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	13340	160080
House Rent Allowance	2477	29724
Statutory_bonus	1111	13332
Gross Salary	16928	203136

Employer's Contribution		
Employer_esi	551	6612
Employer Provident Fund	1734	20808
Total Contribution	2285	27420
Cost to Company: (CTC)	19213	230556

Deduction: (Subjected to change)		
Employee Esi	127	1524
Provident Fund	1601	19212
Professional Tax	200	2400
Total Deduction	1928	23136
Net Take Home	15000	180000

Arjun Ramaraju
 CEO-Qtek Systems & Qess GTS

Qess Confidential
 This is a system-generated letter

Offer No: Q53108810

Page 7

QUESS Corp Limited
 3/3/2, Birlaemur Gate, Serjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.
 Open the camera on your smart phone and scan.



Dear Associate,

Please download the WorQ App on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16)
- Get Digital ID Card
- Get Easy Access to Quess helpline
- Get access to Quess Market to get lucrative offers specifically for Quess Associates
- Get host of learning opportunities

You will receive your User Id / Password & Company ID by sms to your registered mobile No.

For any issues in login to WorQ app, please email to help@quesscorp.com.

Please mention your

- Offer No :QS3108810
- Name :PRAJAKTA JAYVANT DISALE
- Mobile No

Link to download WorQ

Play Store (Android) - <https://goo.gl/rasMnr>

App Store (iOS) - <https://goo.gl/DmHpf>

Quess Confidential

Offer No: QS3108810

Page 2

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quesscorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan





Swapnali Dilip Pisal

Date:- 15.06.2023

Address- Kamla Mills

Dear Swapnali,

This has reference to our mutual discussion in respect of your interest in our company, we are pleased to offer you the position of "Technical Consultant" on the following terms & conditions. Your monthly compensation, Stipend, as mutually agreed will be INR. 13,625/-per month (included ESI, Group Term and Accidental Insurance).

This offer is a provisional offer subject to your joining at the site and will be confirmed after the creation of your Trainee Id. The stipend is paid on the basis of approved Attendance received from your reporting Manager therefore you need to get the attendance approved from your reporting manager latest by 03rd of every month. Your Stipend cycle will be from 01st day of every month to 31st day of month.

Place of Posting: Your initial Trainee posting will be at our Client customer site HDFC Bank, location Kamla Mills and your date of joining is 16.06.2023. The trainee Period is minimum 3 months which can be reduced or extended as per requirement.

Please note You neither can take leave nor can leave during your trainee period without approval, if you do so, will attract legal complication/ penalties thereof based on management discretion. After completion of your training period, your confirmation on site depends purely on your performance and requirement on site and feedback from customer.

In the event of your resignation, the company in its sole discretion will have an option to accept the same and relieve you before stipulated period of training of minimum three months. Similarly, the company shall have right not to relieve you prior to the stipulated period of trainee months. During your Trainee period including the extended period of Training, your services are liable to be terminated from Management side without assigning any reason and without giving any notice.

Please submit the following documents at the time of joining:

1. Proof of age (copy of class 10th certificate/certificate issued by competent authority).
2. Certificates pertaining to your professional/educational qualifications.
3. Copies of previous appointment letters and relieving letters/experience certificates and last pay slip.
4. 6 Number passport size photographs.
5. Residence Proof/ ID Proof.
6. Copy of PAN Card

All other terms and conditions of your training shall be governed by company rules and policies which shall be handed over to you along with your Trainee letter on the date of joining.

This offer of training is subject to satisfactory verification of antecedents. Kindly sign and return the duplicate copy of this offer letter in token of your acceptance of the above.

Wish you all the best.

Accepted & Agreed

For Progressive India Pvt Ltd.



ANNEXURE - A

Components	Monthly	Annually
Basic	13,625	163,500
Gross Salary	13,625	163,500
Employee ESIC Deduction(0.75% on Earned gross)	102	1,226
Employee ESIC Deduction(3.25% on Earned gross)	443	5,314
Group Term Insurance	65	780
Accidental Insurance	15	180
Net Take Home	13,000	156,000



Priyanka Sunil Pawar

Date:- 15.06.2023

Address- Kamla Mills

Dear Priyanka,

This has reference to our mutual discussion in respect of your interest in our company, we are pleased to offer you the position of **"Technical Consultant"** on the following terms & conditions. Your monthly compensation, Stipend, as mutually agreed will be **INR. 13,825/-** per month (Included ESIC, Group Term and Accidental Insurance).

This offer is a provisional offer subject to your joining at the site and will be confirmed after the creation of your Trainee Id. The stipend is paid on the basis of approved Attendance received from your reporting Manager therefore you need to get the attendance approved from your reporting manager latest by 03rd of every month. Your Stipend cycle will be from 01st day of every month to 31st day of month.

Place of Posting: Your initial Trainee posting will be at our Client customer site **HDFC Bank**, location **Kamla Mills** and your date of joining is **16.06.2023** The Trainee Period is minimum 3 months which can be reduced or extended as per requirement.

Please note You neither can take leave nor can leave during your trainee period without approval, if you do so, will attract legal complication/ penalties thereof based on management discretion. After completion of your training period, your confirmation on site depends purely on your performance and requirement on site and feedback from customer.

In the event of your resignation, the company in its sole discretion will have an option to accept the same and relieve you before stipulated period of Training of maximum three months. Similarly, the company would have right not to relieve you prior to the stipulated period of trainee months. During your Trainee period including the extended period of Training, your services are liable to be terminated from Management side without assigning any reason and without giving any notice.

Please submit the following documents at the time of joining:

1. Proof of age (copy of class 10th certificate/certificate issued by competent authority).
2. Certificates pertaining to your professional/educational qualifications.
3. Copies of previous appointment letters and relieving letters/experience certificates and last pay slip.
4. 6 Number passport size photographs.
5. Residence Proof/ ID Proof.
6. Copy of PAN Card.

All other terms and conditions of your training shall be governed by company rules and policies which shall be handed over to you along with your Trainee letter on the date of joining.

This offer of training is subject to satisfactory verification of antecedents. Kindly sign and return the duplicate copy of this offer letter in token of your acceptance of the above.

Wish you all the best.

Accepted & Agreed

For Progressive HR Solutions Pvt Ltd.



ANNEXURE - A

Components	Monthly	Annually
Basic	13,625	163,500
Gross Salary	13,625	163,500
Employee ESIC Deduction(0.75% on Earned gross)	102	1,226
Employee ESIC Deduction(3.25% on Earned gross)	443	5,314
Group Term Insurance	65	780
Accidental Insurance	15	180
Net Take Home	13,000	156,000



Swapnil Dilip Pisal

Date:- 15.06.2023

Address- Kanta Mills

Dear Swapnil,

This has reference to our mutual discussion in respect of your interest in our company, we are pleased to offer you the position of **"Technical Consultant"** on the following terms & conditions. Your monthly compensation, Stipend, as mutually agreed will be **INR. 13,625/-** per month (Included ESIC, Group Term and Accidental Insurance).

This offer is a provisional offer subject to your joining at the site and will be confirmed after the creation of your Trainee id. The stipend is paid on the basis of approved Attendance received from your reporting Manager therefore you need to get the attendance approved from your reporting manager (sent by OJrd) of every month. Your Stipend cycle will be from 01st day of every month to 31st day of month.

Place of Posting: Your initial Trainee posting will be at our Client customer site **HDFC Bank**, location **Kanta Mills** and your date of joining is **16.06.2023**. The Trainee Period is minimum 3 months which can be reduced or extended as per requirement.

Please note you neither can take leave nor can leave during your trainee period without approval, if you do so, will attract legal complication/ penalties thereof based on management discretion. After completion of your training period, your confirmation on site depends purely on your performance and requirement on site and feedback from customer.

In the event of your resignation, the company in its sole discretion will have an option to accept the same and relieve you before stipulated period of training of minimum three months. Similarly, the company would have right not to release you prior to the stipulated period of trainee months. During your Trainee period including the extended period of Training, your services are liable to be terminated from Management side without assigning any reason and without giving any notice.

Please submit the following documents at the time of joining.

1. Proof of age (copy of class 10th certificate/certificate issued by competent authority).
2. Certificates pertaining to your professional/educational qualifications.
3. Copies of previous appointment letters and relieving letters/experience certificates and last pay slip.
4. 6 Number passport size photographs.
5. Residence Proof/ ID Proof.
6. Copy of PAN Card.

All other terms and conditions of your training shall be governed by company rules and policies which shall be handed over to you along with your Trainee letter on the date of joining.

This offer of training is subject to satisfactory verification of antecedents. Kindly sign and return the duplicate copy of this offer letter in token of your acceptance of the above.

Wish you all the best.

Accepted & Agreed

For Progressive Engineering Pvt.Ltd.



(Signature of candidate)

ANNEXURE - A

Components	Monthly	Annually
Basic	13,625	163,500
Gross Salary	13,625	163,500
Employee ESIC Deduction(0.75% on Earned gross)	103	1,226
Employee ESIC Deduction(3.25% on Earned gross)	443	5,314
Group Term Insurance	65	780
Accidental Insurance	15	180
Net Take Home	13,009	156,080



(011) 47404740

info@piplindia.com



Mulani Dinaj Dastagir

Date:- 19.06.2023

Address- Kamala Mills

Dear Mulani,

This has reference to our mutual discussion in respect of your interest in our company, we are pleased to offer you the position of "Technical Consultant" on the following terms & conditions. Your monthly compensation, Stipend, as mutually agreed will be **INR. 13,625/-** per month (included ESIC, Group Term and Accidental insurance).

This offer is a provisional offer subject to your joining at the site and will be confirmed after the creation of your Trainee Id. The stipend is paid on the basis of approved Attendance received from your reporting Manager therefore you need to get the attendance approved from your reporting manager latest by 03rd of every month. Your Stipend cycle will be from 01st day of every month to 31st day of month.

Place of Posting: Your initial Trainee posting will be at our Client customer site **NDFC Bank**, location Kamala Mills and your date of joining is **19.06.2023** The Trainee Period is minimum 5 months which can be reduced or extended as per requirement.

Please note You neither can take leave nor can leave during your trainee period without approval, if you do so, will attract legal complication/ penalties thereof based on management discretion. After completion of your training period, your confirmation on site depends purely on your performance and requirement on site and feedback from customer.

In the event of your resignation, the company in its sole discretion will have an option to accept the same and relieve you before stipulated period of Training of minimum three months. Similarly, the company would have right not to relieve you prior to the stipulated period of trainee months. During your Trainee period including the extended period of Training, your services are liable to be terminated from Management side without assigning any reason and without giving any notice.

Please submit the following documents at the time of joining:-

1. Proof of age (copy of class 10th certificate/certificate issued by competent authority).
2. Certificates pertaining to your professional/educational qualifications.
3. Copies of previous appointment letters and relieving letters/experience certificates and last pay slip.
4. 6 Number passport size photographs...
5. Residence Proof/ ID Proof.
6. Copy of PAN Card

All other terms and conditions of your training shall be governed by company rules and policies which shall be handed over to you along with your Trainee letter on the date of joining.

This offer of training is subject to satisfactory verification of antecedents. Kindly sign and return the duplicate copy of this offer letter in token of your acceptance of the above.

Wish you all the best.

Accepted & Agreed

For Progressive Infrastructure Pvt Ltd,



ANNEXURE - A

Components	Monthly	Annually
Basic	13,625	163,500
Gross Salary	13,625	163,500
Employee ESIC Deduction(0.75% on Earned gross)	102	1,226
Employee ESIC Deduction(3.25% on Earned gross)	443	5,314
Group Term Insurance	65	780
Accidental Insurance	15	180
Net Take Home	13,000	156,000



Priyanka Sunil Pawar

Date:- 15.06.2023

Address- Kamla Mills

Dear Priyanka,

This has reference to our mutual discussion in respect of your interest in our company, we are pleased to offer you the position of "Technical Consultant" on the following terms & conditions. Your monthly compensation, Stipend, as mutually agreed will be INR. 51,425/-per month (Includes ESIC, Group Term and Accidental Insurance).

This offer is a provisional offer subject to your joining at the site and will be confirmed after the creation of your Trainee Id. The stipend is paid on the basis of approved Attendance received from your reporting Manager therefore you need to get the attendance approved from your reporting manager latest by 03rd of every month. Your Stipend cycle will be from 01st day of every month to 31st day of month.

Place of Posting: Your Initial Trainee posting will be at our Client customer site HDFC Bank, location Kamla Mills and your date of joining is **15.06.2023** The Trainee Period is minimum 3 months which can be reduced or extended as per requirement.

Please note You neither can take leave nor can leave during your trainee period without approval, if you do so, will attract legal complication/ penalties thereof based on management discretion. After completion of your training period, your continuation on site depends purely on your performance and requirement on site and feedback from customer.

In the event of your resignation, the company in its sole discretion will have an option to accept the same and release you before stipulated period of Training of minimum three months. Similarly, the company would have right not to release you prior to the stipulated period of trainee months. During your Trainee period including the extended period of Training, your services are liable to be terminated from Management side without assigning any reason and without giving any notice.

Please submit the following documents at the time of joining:

1. Proof of age (copy of class 10th certificate/certificate issued by competent authority).
2. Certificates pertaining to your professional/educational qualifications.
3. Copies of previous appointment letters and relieving letters/experience certificates and last pay slip.
4. 8 Number passport size photographs.
5. Residence Proof/ ID Proof.
6. Copy of PAN Card.

All other terms and conditions of your training shall be governed by company rules and policies which shall be handed over to you along with your Trainee letter on the date of joining.

This offer of training is subject to satisfactory verification of antecedents. Kindly sign and return the duplicate copy of this offer letter in token of your acceptance of the above.

With you all the best.

Accepted & Agreed

For Progressive Education Pvt Ltd,



(Signature of candidate)

ANNEXURE - A

Component	Monthly	Annually
Basic	13,625	163,500
Gross Salary	13,625	163,500
Employee ESIC Deduction(0.75% on Earned gross)	102	1,224
Employee ESIC Deduction(3.25% on Earned gross)	443	5,314
Group Term Insurance	65	780
Accidental Insurance	15	180
Net Take Home	13,000	1,56,000



Mulani Dinaj Dastagir

Date- 19.06.2023

Address- Kamala Mills

Dear Mulani,

This has reference to our mutual discussion in respect of your interest in our company, we are pleased to offer you the position of "Technical Consultant" on the following terms & conditions. Your monthly compensation, Stipend, as mutually agreed will be INR. 13,825/-per month (Included ESIC, Group Term and Accidental Insurance).

This offer is a provisional offer subject to your joining at the site and will be confirmed after the creation of your Trainee ID. The stipend is paid on the basis of approved Attendance received from your reporting Manager therefore you need to get the attendance approved from your reporting manager latest by 03rd of every month. Your Stipend cycle will be from 02nd day of every month to 31st day of month.

Place of Posting: Your initial Trainee posting will be at our Client customer site HDFC Bank, location Kamala Mills and your date of joining is 19.06.2023. The Trainee Period is minimum 3 months which can be reduced or extended as per requirement.

Please note You neither can take leave nor can leave during your trainee period without approval, if you do so, will attract legal complication/ penalties thereof based on management discretion. After completion of your training period, your continuation on site depends purely on your performance and requirement on site and feedback from customer.

In the event of your resignation, the company in its sole discretion will have an option to accept the same and relieve you before stipulated period of training of minimum three months. Similarly, the company would have right not to relieve you prior to the stipulated period of trainee months. During your Trainee period including the extended period of Training, your services are liable to be terminated from Management side without assigning any reason and without giving any notice.

Please submit the following documents at the time of joining:

1. Proof of age (copy of class 10th certificate/certificate issued by competent authority)
2. Certificates pertaining to your professional/educational qualifications.
3. Copies of previous appointment letters and relieving letters/experience certificates and last pay slip.
4. 6 Number passport size photographs.
5. Residence Proof/ ID Proof.
6. Copy of PAN Card

All other terms and conditions of your training shall be governed by company rules and policies which shall be handed over to you along with your Trainee letter on the date of joining.

This offer of training is subject to satisfactory verification of antecedents. Kindly sign and return the duplicate copy of this offer letter in token of your acceptance of the above.

Wish you all the best.

Accepted & Agreed

For Progressive Technological Pvt Ltd.



(Signature of candidate)

ANNEXURE - A

Components	Monthly	Annually
Basic	18,625	183,500
Gross Salary	18,625	183,500
Employee ESIC Deduction(0.75% on Earned gross)	102	1,226
Employer ESIC Deduction(3.25% on Earned gross)	443	5,314
Group Term Insurance	65	780
Accidental Insurance	15	180
Net Take Home	13,900	156,000



PINETICS PRIVATE LIMITED

Unit 6, Ganesham Commercial Complex - A, Pimple Saudagar, Pune 411027

PRIVATE & CONFIDENTIAL

Date: 1st August 2022

Mr Vikrant Kamble,

Pune

Dear Vikram,

We are pleased to offer you employment as a member of the staff of piNetics Private Limited (the "Company") on the terms and conditions set out below.

In the course of your employment with the Company, you will be required to perform services for the Company, subject to applicable laws and regulations.

Your employment with the Company will be subject to a probationary period of six months. If at any time during the probationary period your performance is not deemed satisfactory, it may extend the probation period or confirm your employment with the company at the sole discretion of the Company. The Company may terminate your employment, as set out in "Termination" section below.

Location:

Wakad/Pimple Saudagar, Pune, India. However, you may be required to travel on Company business during the course of your employment. There may be an onsite deputation on client side across India or another country.

Position:

Junior Engineer

Commencement Date:

Your employment will commence on a date to be agreed between you and the Company (the "Commencement Date") and in any event no later than 01st August 2022



Verasys Technologies Pvt. Ltd.

2nd Floor, Shavna Building, V. S. Marg,
Prabhadevi, Mumbai - 400 025.
Tel: +91 22 4325 6000
Email: info@verasys.in
CIN No: U72900MH2016PTC283121

www.vsign.in

Verasys™

To,
Ravikumar Tanaji More

Date: 01-08-2022

Dear Ravikumar,

We are pleased to inform you that you have been selected for the position of Trainee with Verasys Technologies Private Limited.

We are delighted to make the following job offer to you.

Your working hours will be from 9.30 am to 6.30 pm Monday to Friday and 10.30 am to 4 pm on Saturdays.

Probation period will be for 6 months during which you will draw a Stipend of Rs. 15,500/- per month. On completion of probation period, your performance will be reviewed and salary will be revised accordingly.

Profession tax, ESIC deductions will apply, if eligible.

We are confident that you will be able to make a significant contribution to the success of our company and look forward to you joining our company.

Please sign a copy of this letter and return it to indicate your acceptance of this offer along with the following documents

- 1 Photographs - 5
- 2 ID Proof - Pan card / Driving Licence / Passport
- 3 Address Proof - Ration Card / Aadhaar Card / Passport Copy/ Driving License

Sincerely,

Madhumita Harsh



Authorized Signatory





Date:- 10-Aug-2022

To,
Jayesh Suryvanshi,
Shree Banglow, Vidyamagar, Umbraj,
Satara, Maharashtra,
415109.

OFFER LETTER

Dear Jayesh,

With reference to your application and subsequent tests / interview you had with us. We are pleased to offer you a position of Executive in the role of Team Member under the Application Support Engineer profile at SIPL in our organization. You are expected to join the Organization by 16-Aug-2022 .

OFFER VALIDITY

This offer is valid for a period of 4 days from the date of the offer. In case of acceptance of this offer, please let us know your decision within the next 4 days. If applicable, please submit a copy of your resignation letter duly approved by your present employer along with acceptance of our offer. This offer stands unconditionally revoked without any prejudice, if we do not receive email/written acceptance of our offer within the stipulated period.

BACKGROUND VERIFICATION

Our offer is based on information furnished by you. As a standard process, we will verify this information via an independent third party. We expect you to provide photocopies of certain documents to complete this verification process. If any discrepancy is found during this verification process, we retain the right to review and possibly revoke our offer of employment without any prejudice and without any notice.

SALARY

During your service you are entitled to minimum gross emoluments as per the table shown in Annexure-A. These total emoluments (CTC-break-up) will be structured according to taxation and other legal requirements. We may restructure this CTC-break-up to keep in line with any change in taxation and/or statutory requirements. We will ensure that the gross monthly emoluments will remain unchanged after such restructuring. All statutory deductions will have to be borne by you. The salary will be credited directly to your bank account on 6th of every month.

APPRAISAL

Your growth within the company depends solely on merit, that is, your performance and contribution to the Company. We have an annual Appraisal mechanism to evaluate and reward all employees. Details about appraisal process are available on our internal website and these will be covered during induction process.





PLACE OF POSTING AND TRANSFER

Your posting at present is at Pune . During your employment, you may be posted or transferred to any of the offices, subsidiaries/associate offices of SIPL to any town or city in India or abroad, at the sole discretion of the management. Refusal to join at such place shall mean your neglect of work and consequent exit from organization.

PROBATION PERIOD

Initially you will be on probation period for 90 days. This probation excludes training period, if defined. During the probationary period if your work is found to be satisfactory in all respects, you will be confirmed in the services of SIPL . This confirmation will be intimated to you in writing. As per company policy all confirmation of an employee take place only on the 1st day of the month.

During the probation period, if your work is not found satisfactory, Management reserves the rights to extend the probation period for further 30 days or to terminate your services without assigning any reason thereof.

DUTIES AND RESPONSIBILITIES

It is expected that you will employ yourself efficiently, honestly, shall devote your whole time and attention to promote the interest of SIPL and generally, carry out duties and work assigned to you and shall obey all the lawful order and direction given to you by the concerned superiors at SIPL .

OTHER EMPLOYMENT'S

While employed with SIPL , you will promptly disclose to us and assign to us, your interest in any invention, process improvement, operational improvement, or improvement in any other process/method that is likely to result in more efficient operation of any activities of the company or of discovery made or conceived by you, either alone or jointly with others, to any proceedings relating to such invention, improvement or discovery and in any domestic and foreign patent or protection covering the same. SIPL shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to SIPL for the purpose of seeking any patent rights or for any other purpose. SIPL shall have the sole ownership rights of all intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company

INVENTION AND DISCOVERIES

While employed with SIPL , you will promptly disclose to us and assign to us, your interest in any invention, process improvement, operational improvement, or improvement in any other process/method that is likely to result in more efficient operation of any activities of the company or of discovery made or conceived by you, either alone or jointly with others, to any proceedings relating to such invention, improvement or discovery and in any domestic and foreign patent or protection covering the same. SIPL shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to SIPL for the purpose of seeking any patent rights or for any other purpose. SIPL shall have the sole ownership rights of all intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company



**MEDICAL FITNESS**

You are required to maintain yourself in a state of medical/ physical/mental fitness and ensure regular medical check-ups. Any neglect on your part in maintaining good health may render you medically unfit for the service. In such a case your services are liable for termination, notwithstanding any other conditions mentioned in the letter or otherwise.

MORAL RESPONSIBILITY

You are expected to deal with company's money, material and documents with utmost honesty and professional ethics. Indiscipline, fraud, misappropriation or acting against the interest of the company can be reason for immediate termination of service without any notice whatsoever.

NON-COMPETITION AND NON-SOLICITATION

During the period of one year following release from employment for whatever reason (which time period shall be extended by the length of time during which you are in violation of this paragraph), you shall not directly or indirectly solicit the business (or otherwise deal in a manner adverse to the Company with) or provide any software engineering, consulting or programming services to any customer or end-user of any customer of the Company for which or for whose benefit you have provided services during your employment, not directly or indirectly solicit the services of (or otherwise deal in manner adverse to the Company with) any employee of the Company or induce such employee to terminate his or her employment. The company reserves the right to initiate legal action against you in case you are found to have behaved in violation of this clause.

SECRECY AND CONFIDENTIALITY

You will not give anyone by word of mouth, writing, facsimile, electronic devices and media or otherwise any particulars or details, which you acquire during the course of your employment of our working systems, technical know-how, security arrangements, administrative and or company matters of our and our clients whether confidential, secret or otherwise, either during your employment with company and after release/exit from the company as per the non-compete/non-solicitation clause defined above.

LEAVE

You will be entitled to leave as per law in force and as laid down in the Employee handbook of the company. The company follows strict time schedule and late comings are discouraged, unless otherwise notified by you in advance. Late marks will be accorded to you for every late entry with one day of absence counted for every three late marks.

NOTICE PERIOD

During probation period, 30 days notice period is applicable to both you as well as the company. Post confirmation of your services in SIPL, the notice period applicable will be 60 days for you as well as the company (either party).

TERMINATION OF SERVICE



Either party (you or the company) can terminate this agreement by serving a notice period, as stipulated in this agreement. Notice buy-out option is not available to the employee. Exceptions to be discussed and mutually agreed between Employee, HR-SPOC and your reporting manager in SIPL. Upon termination of employment, you will immediately hand over to the designated individual, all company property in your possession, correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

SPECIAL CONDITIONS

If applicable, all special conditions associated with your offer are mentioned separately in Annexure-D. Please do not accept any verbal commitments made by any person as these will not be entertained.

OFFER IN GOOD FAITH

It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In case any of your statements/particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the company, company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein

You will be governed by the laid down code of conduct of the company and if there is any breach of the same or non-conformance of contractual obligation or breach in terms and conditions laid down in this agreement, your service can be terminated without any notice, not withstanding any other terms and conditions stipulated herein the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.

The terms and conditions of your service contract as stipulated here-to-fore or intimated to you hereafter, are strictly confidential and you are not to divulge these terms to any employee of the company / person connected with the company.

We advise you to read this letter carefully. If the terms and conditions are acceptable, please sign a copy of this letter and send it back to us. Alternately you can respond to our email-offer and convey your acceptance in an email.

At the time of joining you need to submit documents as defined in the Annexure D.





FOR SIPL

Digitally signed by ASHISH DIVYANDEO NIRAWANE
Date: 2022.08.19 12:58:12 EDT
Location: Pune

Signing Authority Designation:- Offer Management Team

I, Iyesh have read understood and agree to the terms and conditions as set forth in this letter. I agree with all terms given above and shall abide by all general rules of service which are now or may be hereafter is in force and accordingly I accept this offer and I will join SIPL on 16-Aug-2022

Date:-	
Place:-	
Candidate's Signature	





ANNEXURE - A

SALARY BREAKUP

Sr.No	Salary Head	Monthly	Annually
1	Basic	13500.00	162000.00
2	House Rent Allowance	838.30	10059.60
3	Gross Salary	14338.30	
4	ESIC		5591.93
5	Statutory Bonus		13500.00
6	Provident Fund		19440.00
7	PF Admin Charges		1620.00
8	Gratuity		7788.46
9	Total CTC		220000.00

Statutory Bonus (If Applicable) will be paid out Quarterly along with the payroll of Mar, Jun, Sept and Dec.





ANNEXURE - B

BENEFITS OTHER THAN GROSS AMOUNT PAYBLE IN ANNEXURE - A

Sr.No	Benefit	Amount
1	Certification Fees Reimbursement (As defined in HR manual)	24000/- per annum
2	Outstation F & B Expense reimbursement Manual	As defined in HR/- per annum
3	Outstation Lodging Expense reimbursement Manual	As defined in HR/- per annum





ANNEXURE - C

Please find enclosed details of Documentation as required at the time of joining the organization

1. Scanned image or Photocopy of all educational certificates (X, XII, Graduation and Post-Graduation).
2. Scanned image or Photocopy of all Technical certifications.
3. Scanned image or Photocopy of all experience letters from past employers.
4. Scanned image or Photocopy of PAN Card.
5. Scanned image or Photocopy of passport (If available).
6. Scanned image or Photocopy Address proof of permanent address as well as current address.
7. Scanned image or Photocopy for Photo ID proof. [Any one out of Driving license, passport, PAN Card or Voter ID-Card].
8. Scanned /soft copy of your photograph for id-card.
9. Cancelled cheque for your existing bank a/c.
10. #2 Passport size photographs (required for bank a/c opening)
11. In case of first employment: Self declaration in the specified format (to be shared at the time of joining).
12. Two references with Name, postal address, Email, telephone number.
13. In case of past employment:
 - a. Last 3-month Salary slips
 - b. PF account number of the current employer
 - c. UAN number.
 - d. PAN Card
 - e. Aadhar Card





No Special conditions have been defined as a part of your offer. Remainder of this page has been intentionally left blank.



AARAV GLOBAL PRODUCTS & SERVICES PVT. LTD.

601, 6th Floor, DLH Park, S V Road, Sunder Nagar,

Malad West, Mumbai - 400 064.

☎ 022-45137777(100 Lines)

✉ SUPPORTHR@AARAVSOFTWARE.COM

🌐 www.aaravglobal.in



Global Products & Services Pvt. Ltd.

Dear Akhila Jadhav,

Congratulations!!

We are pleased to offer you the position of **Consultant – Linux Administration** with **Aarav Global Products & Services, An ISO 9001: 2013, CMMI Level 5 & SOC -1 Certified Company!!** With effect from **17.08.2022**. However, this offer is subjected post submission of all the mandatory documents.

Kindly carry the following documents:

- ✓ Appointment letter/Offer letter.
- ✓ Relieving letter/Experience letter.
- ✓ Salary Slip / Bank Statements for the last 3 months.
- ✓ Resignation letter & Acceptance on resignation.
- ✓ ID proof (Pan Card)
- ✓ Permanent Address proof (Aadhar Card)
- ✓ Academic Marks Sheets.
- ✓ Current, Permanent & Native Residence Details.
- ✓ Passport size photo, (Photograph required in formal)

If the above terms are acceptable to you, as token of acceptance kindly revert with your acceptance.

Welcome Aboard!!

Aarav Global Products & Services Pvt. Ltd.



This is a computer generated letter does not require a signature.



Appointment Letter

25-08-2022

Dear Miss Charaya Utam Pasa,

Following your acceptance of the job offer letter which you signed on 22nd Aug 2022, we would like to confirm your appointment with "Nature & Care Scientific Solution Satara" as a "Entrepreneur Executive". Your employment is being subject to the terms and conditions stated below:

Starting Date:

You will start on 01st Sept. 2022.

Work Timings:

You will be kept on shift (As applicable) if it is any as it covers a day including one with weekly off variable.

Salary:

Your monthly salary is Rs. 10,000/- CTC.

If you have further questions, please contact HR Dept.

Congratulations on your appointment and welcome to "Nature & Care Scientific Solution Satara". We look forward to years of fruitful cooperation and success. We wish you the best of luck in your new post.

For
Nature & Care Scientific Solution Satara

Accepted by Employee

Authorized Signatory



Miss Charaya Utam Pasa



Our Ref: Lata Galkwad/09/2022

Date: 24.09.2022

To,

Miss. Lata Galkwad

Dear Lata,

We are pleased to offer you the position of **Trainee Tester** in our organization, on terms and conditions, which have been mutually discussed and agreed upon.

Your Annual Total Employment Cost to the Company will be **1,20,000 (One Lakh Twenty Thousand (TDS will be deducted as per IT Act.)**

Your appointment will be effective on your joining on or before **29th September 2022**. You are required to contact us immediately if you need an alternative joining date. Further, any change of joining date must be sent for confirmation over E-mail to hr@icodexsolutions.com

This offer letter is issued based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light any of the information is incorrect or any relevant information has been withheld, then your appointment will be terminated with immediate effect.

On joining the company, you shall be on probation for three months. You will abide by the rules and regulations of the company as may be in force from time to time. The detailed Employment Agreement will be given to you at the time of joining.

Kindly sign the copy of this letter indicating your acceptance of the above-mentioned terms and conditions and return the same to us.



We expect you to join on or before 29th September 2022 in line with discussions with you, otherwise this offer will stand withdrawn automatically.

The company looks for long – term association with all its employees and expects the same from you. We look forward to your joining our organization and we are happy to welcome you to iCodex Publishing Solutions Private Limited. As informed, you'll also have to sign the Two years Bond.

Following will be your career growth.

Career Growth		
Timeline	Designation	Pay scale
1st-3rd Month	Trainee (Training Period)	10 INR
3rd-12th Month	Trainee (Probation & Confirmation Period)	15INR (As per Managers Rating, terms and conditions apply)
After 1year	Jr. Tester	Eligible for yearly increment & amount will be decided only on Manager's rating. It's not as default salary, terms & conditions apply)
After 2 years	Sr. Tester	As per Managers Rating

Yours faithfully,

For iCodex Publishing Solutions Pvt. Ltd.

Mrs. Priyanka Nikhar


HR Manager.



Date: 6th October, 2022

Employment Agreement cum Letter of Appointment

Dear Rashikesh,

On behalf of Unlearn Innovation Private Limited, hereinafter referred to as "the Company", that subsequent to your acceptance of offer letter dated 6th October 2022, the management is pleased to appoint you as "Software Developer" with effect from 6th October 2022.

Pursuant to this appointment, this employment agreement formally presents the specifics of your terms of employment, which you should read and carefully consider. Your appointment is conditional upon your agreement and acceptance in entirety of all the terms set out below in this employment agreement. This document shall supersede all other previous document issued to you, pertaining to your employment.

1. COMMENCEMENT DATE / PLACE OF JOINING

- i) Your date of joining will be 6th October 2022 on which you should report at B-115, Western Edge - II, Behind Metro Mall, Borivali (East) Mumbai - 400 066

2. COMPENSATION / SALARY

- i) You will be paid monthly salary and allowances as described in Schedule I of this agreement as per prevailing system of payment in the Company. Grant of increment or otherwise in your basic salary and allowances shall be exclusive discretion of the Management.

3. PROBATION

- i) You shall initially be on probation for a period of six (6) months from the Commencement Date. Your performance will be assessed during the probation period, and, subject to your satisfactory performance, the Company will, at its sole discretion, confirm you in your assigned position or terminate your relationship with the Company and notify you in writing accordingly.

4. LEAVE

- i) You will be eligible to paid leave in accordance with the provisions of the law. The leaves granted to you shall be subject to any changes the Company makes to the Leave Policy in the future.

Registered Office Address: -

320, Dimple Arcade, Asha Nagar, off. Western Express Highway, Behind Saldhana Temple,
Borivali - East, Mumbai - 400101

Contact No. : - 022-29542881. Email ID: - unlearn@unlearninnovate.com

CIN : U72900MH2021PTC350407



16 November 2022

Reshma Vishwakarma
Lahonagar, P B road Malkapur,
Tal. Karad,
Sateva - 415519

Via Email: vishwakarmareshma2016@gmail.com

Rel: Letter of Offer

Dear Reshma,

We are pleased to offer you the position of System Technician with Genus Breeding India Private Limited (the "Company") on the following terms and conditions:

1. Your appointment is with Genus Breeding India Private Limited (the "Company").
2. Your appointment will be effective from 30 November 2022 or the date of your actual joining the company.
3. On day of your joining you should bring self-attested photocopies of the following documents for office record and the originals thereof for verification:
 - a. Accepted copy of the appointment letter.
 - b. Two recent photographs.
 - c. PAN Card
 - d. Educational qualification certificates.
 - e. Driving license.
 - f. Passport.
 - g. Clearance certificate / relieving letter issued by the earlier employer, if applicable.
 - h. Salary certificate from the previous employer or payslips.
 - i. Photocopy of Form No 16 / Salary certificate issued by the previous employer's showing Income deductions made till date during the preceding financial year, if applicable.
4. You will be on probation for a period of six months. Your employment may be confirmed after the six months depending upon your performance, which will be evaluated through the company's performance management process. Company management will issue a separate letter to that effect.



Genus Breeding India Pvt. Ltd. (ABS India)

Registered and Corporate Office: Godrej Narma Premises 525, 526 Shivajinagar, Pune - 411 004 India.
Tel: 020 2510 2232 Email: hr@genusbreeding.com Website: www.genusbreeding.com
CIN: 254094000097121212

Infosys™



Ganesh Bhagwan Katkar

9081321

Date: 29th Nov 2022

To,
Mr Datta Jagannath Topale
55-11/70, 3rd Floor, Sector -8,
Mr. Gulabpettis Dairy, Koparkhairane, Navi Mumbai : 4000709.
Perm Add: Room No -23, Nr Siddheshwar Temple,
At- Post: Korti, Tal- Karad, Dist - Satara. Pin: 415109.
Tel: +91 6551130438 (Father) 7066300954 (Personal)

Dear Mr Datta Jagannath Topale,

Sofscript (hereafter also referred as "Company") is pleased to issue to you this letter of appointment as per the following Terms & Conditions:

1. **Validity:** The terms of this letter will be with effect from 07th November 2022.
2. **Designation:** You shall be designated as "TESTING & SUPPORT ENGINEER".
3. **Reporting:** You shall report to the project leader or any other officer senior to you nominated by the Company.
4. **Performance:** You shall perform the duties assigned to you by the management from time to time with utmost diligence and sincerity. You shall not indulge in any activities that are against the interests of the company.
5. **Company Rules:** You are expected to familiarize yourself with the company's rules as applicable to your position and act in accordance.
6. **Duties:** You shall at all times faithfully, industriously and to the best of your ability, experience and talent, perform all duties that may be required of you and promote the interests of the Company. Such duties shall be rendered in the main at the Company's offices in Mumbai/Navi Mumbai and at such other place or places as we shall require or as Company's interests, needs and opportunities require. You shall be ready to travel to any location as required by the Company depending upon the exigencies of work. Without prejudice to the generality of the above provisions, you will be preliminary required to provide services in the following areas:
 - Engage yourself in Implementation, Support of Application Software;
 - Manage projects efficiently & effectivelyYou may also be called upon to perform any other legitimate official duties befitting your qualification, experience and status as the management may deem fit which you shall perform without demur.
7. **Location:** You will be initially based in India at Mumbai/Navi Mumbai. You must however be prepared to work at such other headquarters or locations anywhere in the world as the Company so requires depending upon the exigencies of work.
8. **Deputation:** You may be deputed to work in our Branches, subsidiary Companies or directly with customer as required for execution of projects of the company. When you are deputed out of India, you will be notified by separate letters with details. Please note that in such a case, additional rules and regulations will also be applicable to you.
9. **Other Activities:** You are prohibited from engaging in any other part time or full time or other types of employment or remuneration activities and are expected to devote your whole time energies only to perform your duties to the Company.



SARASWATI Education Society

(Regd.No.: M.S. Mumbai / 1416 / 1997 GHISI Dt. 15.10.97 & F/19696 / Mumbai Dt. 20.12.97)

Engineering Programme	Technical Training	School Programme	Publication	Research
-----------------------	--------------------	------------------	-------------	----------

Ref No: SCOE/Offer Letter/2022/117

Date: 05/12/2022

OFFER LETTER

To,
Ms. Shivani K. Ghadage
Shreekrupa CHS, Room No: 401,
Plot No: 117, Sector No: 05,
Karanjode, Navi Mumbai.

Dear Ms. Ghadage,

With reference to your application and the subsequent interviews held, the Management is pleased to offer you the position of Lab Assistant at Saraswati College of Engineering, Kharghar, Navi Mumbai w.e.f. 01st Dec 2022.

Ms. Shivani K. Ghadage is our regular staff and we will be paid gross salary of Rs.16000/- per month on 6 Pay scale of 5200 - 20200 + AGP 2400/- (Basic Rs.7600/-, D.A. Rs.45%/-, HRA. Rs. 2280/-, TA 400/-, Research Allowance Rs. 5264/-)

You will be governed by the existing policies and rules of Saraswati Education Society.

Kindly communicate your acceptance of the aforesaid terms as early as possible.

The detailed appointment letter will be issued to you after you join the College.

On the date of joining, please bring your original testimonials/certificates.

You shall report to your concerned Head office the Department.

Mr. Anur Ashok Shinde
Registrar

Saraswati Education Society
Registrar

Saraswati College of Engineering
Kharghar, Navi Mumbai-410210

Cc: Accounts
Establishment



Campus I:

Plot No.- 46, Sector 5, Behind MBEH Sub-Station, Near Ustav Chowk, Kharghar,
Navi Mumbai-410210 (Maharashtra, India).
Mob.: 9320299474 / 75. E-mail: registrar@saraswati@gmail.com
Website: www.sce.edu.in / www.sive.edu.in

Campus II:

Saraswati School, Kadepur - Tadga Road, Near Mahalaxmi Magnesium Spinning Mill, Kadepur, Tal. - Kadepur, Dist. - Solapur
Tel.: (0247) 242141 Email: Schoolkadepur@gmail.com Website: mahasaraswati.kadepur.edu.in



Pramod Manohar Chare

Emn Code: 20926

Blood Group: O+ve

Date of Birth: 02 / 05 / 1998

Date of Joining: 09 / 01 / 2023



EXL



Swati Mane

Employee ID: 202913

Blood Group: A+ve

exl Service.Com (I) Pvt. Ltd
GF & FF, Cyber City (Tower 1)
Magarpatta City, Hadapsar,
Pune- 411 013 (MH), India.





EZO Technologies Private Limited

Office No 307-308 Building No-3 Sector-3 Millennium Business Park
Mahape Navi Mumbai Maharashtra India - 400710

7827817818 | hr@ezobank.com | <https://ezobooks.in>

Date : 03-03-2023

Mr. Sumit vasant kadam
A/p-Gudhe, tal-patan, dist-satara 4

OFFER LETTER

With reference to your interview, we are pleased to offer you employment in our organization named **EZO Technologies Private Limited** as **"Software Tester"**

We are happy to welcome on **03rd March 2023,**

This offer is subject to :

- (A) 1. You are declared medically fit for employment.
2. In the background check we will receive appropriate replies, which references you have mentioned in the form.
3. All documents provided by you which are true and correct.

(B) The letter of appointment will be sent to you separately, which will be subject to the completion of the above formality.

(C) We shall be obliged if you could kindly confirm your acceptance.

In case you may need any clarification, regarding your job, salary or any policy please contact :

On E-mail at hr@legaldocs.co.in

(D) Your total remuneration per annum is given below which includes travel



• Total CTC - 1,92,000 p.a (One Lakh Ninety two Thousand Rupees Only)

• (Including Retention Bonus)

(E) This offer is issued to you on the understanding that you have furnished all the required relevant information and all the information submitted by you is correct and complete.

(F) Any information given which can not be substantiated with proof & reference checks can lead to the cancellation of this offer letter.

(G) You will be under a probation of 3 months.

(H) Retention will not be paid if the employee resigns or the company terminates on the basis of performance

(I) 45 days will be a training period [10 days training and induction, 35 days on the job

(J) If any employee fails to clear the OJT (on job training) Company can ask you to Leave.

Documents need to be submitted :

This document provides a high-level summary of rules of regulations and benefits provided to you from the Company. We are continually working towards our associates to give them the best available benefits. If you have any suggestions or want to discuss this please feel free to send an email to hr@legaldocs.co.in.

At the time of joining, you are requested to bring the following original certificates along with one set of copies (A4 size only). So it would be in your interest to ensure that they are all in place at the time of joining the organization.

- 10th Marksheet & Certificate
- 12th Marksheet & Certificate.
- Graduation/ Post Graduation Marksheet & Certificate
- Aadhar Card
- Pan Card
- Updated Resume
- Passport Size Photo
- Previous/Current Offer Letter
- Previous/Current Experience Letter



** This is a System Generated Document, Stamp and signature is not required.

- Previous/Current Salary Slips
- Bank Details or Canceled Cheque

Tax and Other Deductions:

We shall deduct the employee share for ESI, Insurance, and Other Compliance as per Indian Labor Laws Applicable.

For EZO Technologies Private Limited,

• **Mr. Gauravkumar Kate**

(CEO)

Mr. Sumit Kadam

(Accepted By)





Offer Letter

16th March, 2023

Indrajeet Ravindra Gharge
Mumbai

Dear Indrajeet,

This has reference to your application for a suitable post and your subsequent interview with us.

We are pleased to offer you the position of **Engineer - Technical Support** in our organization. You shall be on probation for a minimum of six months, after which you shall be confirmed upon satisfactory performance review.

You will be entitled for Annual CTC of **Rs 4,50,000/- (Rupees Four Lakhs and Fifty Thousand Only)** per annum. The breakup of this salary is attached herewith.


Apart from the salary you will be entitled for the reimbursement of official mobile expenses, as per company policy.

Please return the duplicate copy of this letter duly signed by you as a token of acceptance of offer. The detailed appointment letter shall be issued to you on submission of relevant documents to the HR Department.

Please share your resignation acceptance mail / intimation with us within 5 working days from date of offer.

This offer is valid subject to positive verification of your employment and credentials.

For Clover Infotech Pvt Ltd.,


Elizabeth Paul
Senior Vice President - Human Resources



Confidential

Clover Infotech Private Limited

Corporate Office: Chaitanya Tech Park Building, Vashi (Old) Lane, 1 B, Sector, Andheri (E), Mumbai-400073, Maharashtra, India. Tel: +91 22 25961333
Regional Office: Clover Campus, No. 5, Salim Salim, 347 Sea Club Road, Parel, 411 005, Maharashtra, India. Tel: +91 22 26199811/222234, 2224 2788
Website: www.cloverinfotech.com Email: care@cloverinfotech.com Call No. 022-25961333/222234

Sub: Appointment Letter

21-Mar-2023

Name- Ashwarya Jaysing Shinde.

Employee No- 20024657

Dear Ashwarya Jaysing Shinde,

We at Outworks Solutions Pvt Ltd would like to create an atmosphere that fosters relations beyond workmanship. We believe in active communication and nurturing a culture of ideas, active participation, questions, suggestions, feedbacks and Challenges. Our success is the result of every individual's contribution and hard work. Working together and working well provides us with a bright future and with the most important commodity, a good reputation.

With reference to your application and subsequent interview, we are pleased to appoint you on the terms and conditions given below:

A. Designation	- Service Desk Engineer
B. Date of Appointment	- 24 Feb 2023
C. Place of joining	- As assigned.
D. Reporting To	- Respective Manager

Your duties and responsibilities shall be as assigned from time to time.

1. TIMINGS:

Your work days/ timings will be as per the Company's rules pertaining to the office to which you are currently attached. However, if you are required to work on shifts, your work timings will be communicated to you by your reporting manager.

- Attendance and punctuality are important factors for your success within our company. We work as a team and this requires each person to be in the right place at the right time.
- If your login hours are less than six hours, it will be counted as a half-day.
- If you are going to be late for work or absent, notify your supervisor as far in advance as is feasible under the circumstances, but before the start of your workday.
- Personal issues requiring time away from your work, such as doctor's appointments or other matters, should be scheduled, if possible, during your non-working hours.

2. TRANSFER:

Please note that your services can be assigned to any other department, division, branch, or associated organization anywhere in India or abroad at the sole discretion of the management.

In such case you will be governed by the terms and conditions of service applicable to the new assignment.

3. TRAVEL:

You will be required to undertake travel on Company work and you will be reimbursed travel expenses for this as per Company rules.

4. Probation:

You have a probation period of 3 months, which can be extended at the sole discretion of the management by one month up to a maximum of three months or the services of the employee may be terminated. However, if you do not receive any communication extending your probation period within 3 months of joining, you are deemed to have been confirmed.

In case of extension:

Employee would be re-evaluated after the extension time is over. Based on Manager's feedback further course of action would be decided. This could be confirmation/further extension or termination of employment. Extension is only possible for a maximum of 3 times, beyond which the services of the employee would be automatically terminated.







III

Date:

10/7/2023

ADCEI/23/575

Appointment Order

To
 Mr. Shilpa Shankar Jadhav
 Ajp-Dushire Tal- Karad
 Dist-Satara,
 Phone No. 9922065577.

Dear Sir/ Madam,

With reference to your application, your subsequent interview & recommendation from the local selection committee and upon due approval from governing body, I am pleased to appoint you as an Assistant Professor in Mathematics in Basic Science Department from 04/04/2023 to 03/02/2024 on following terms and conditions,

1. You will be paid consolidated salary of Rs. 25000/- per month.
2. You are required to get selected through university selection committee as per UGC/AICTE norms else your order is liable to be cancelled at any point of time.
3. During the tenure of appointment, your services are likely to be discontinued by giving one month notice if your performance is not satisfactory.
4. You are requested to communicate your acceptance for the above offer of appointment within 7 days from the date & receipt of this letter.
5. As this is a full time appointment, you are not permitted to engage yourself in any business, consultancy, tutorial, private tuitions or such other work with or without remuneration without prior permission of the undersigned.
6. It is obligatory for you to do such work assigned by the Management of the institute that pertains to and has a bearing on smooth running and improvement as a whole of this institute.
7. You are eligible to get all the allowances as per the rules of the institute.
8. You shall not involve in any activities within and outside the premises that shall be detrimental to the institute.
9. You are required to submit the undersigned authentic proof regarding your date of birth, educational qualification and experience.
10. If you wish to resign within the period of appointment, you will have to give one month prior notice or one month pay in lieu of the notice.
11. The Management reserves the right to amend, modify or alter the terms and conditions of this appointment, which will be binding on you.
12. Your confirmation for this post will be done as and when you get selected through university selection process.

Performance Indicators



Executive Director

SRC

SYNCHEMIA

RESEARCH CHEMICAL

— COMMITTED FOR CHEMISTRY —



Miss. Komal Kamble

Junior Research Associate

Emp. Code : SRC024
ID : 08/0772000
Blood Group : A+ ve
Mobile : +91-9357908218

Head Office: 1st Floor, 1st Floor, Pune-412115





SYNCHEMIA
RESEARCH CHEMICAL

— COMMITTED FOR CHEMISTRY —



Miss. Anuja Mane
Junior Research Associate

Emp. Code : SRC022
DOB : 21/08/1999
Blood Group : A+ ve
Mobile : +91 9022467956

Plot No. 408, Bhokraj Industries, 1st Floor,
Bhore Phata, Pravara, Tal. Mutha, Dist. 412115



Principal
Yashwantrao Chavan College
of Science, Karad