

ARMY INSTITUTE OF TECHNOLOGY, DIGHI, PUNE**SUMMARY OF APPOINTMENT ORDERS OF OUTGOING STUDENTS YEARWISE****DEPARTMENT NAME: INFORMATION TECHNOLOGY****YEAR: 2017-18**

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Barclays Global Service Centre Private Limited

Registered Office: Ground to Fourth Floor

Wing 3- Cluster A, EON Free Zone

MIDC Knowledge Park, Kharadi

Pune 411 014, India

CIN - U72200PN2007FTC132479

Tel: +91 20 67160007; Fax+91 20 67161800

www.barclays.com

23 May 2018

 Ajay Pratap Singh
 P 146 3 0 0
 Susela
 Gonda
 271403

Dear Ajay,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("**Employment Letter**").

The Agreement refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values form a critical part of how Barclays is changing and the Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accept the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

Amit Vaish
 Head of Human Resources- Barclays Global Service Centre Private Limited

Microsoft India (R&D) Pvt. Ltd.
Microsoft Campus,
Gachibowli, Hyderabad- 500032

Tel: +91-40-66930000
Fax: +91-40-66935593
<http://www.microsoft.com/india>



To
Akshdeep Satendra Kumar
Army Institute of Technology

18.157

Dear **Akshdeep Satendra Kumar**,

Sub: Preliminary offer of employment

Further to our discussions, Microsoft India (R & D) Pvt. Ltd., is pleased to offer you the role of **Software Engineer** on the following terms, and subject to Company' policies in this regard:

- a) Your total base salary will be **INR 1200000** per annum, payable monthly in arrears. The base salary has two components, (a) Basic and (b) Allowances:
 - (i) Basic Salary: Your basic salary will be **INR 566400** per annum and is 47.2% of the base salary.
 - (ii) Allowances: You shall be entitled a sum of **INR 633600** per annum (52.8% of the base pay) towards allowances
- b) Stock Award of **USD 30000** in Microsoft Corporation, USA, under and subject to the Microsoft Corporation 2001 Stock Plan.
- c) Performance Based Bonus will be between **0% -20%** of your base annual pay and will be subject to the terms of the company's performance bonus plan.
- d) Sign-On Bonus will be awarded to you and the value will be **INR 300000** and the sign on bonus will be paid in 2 equal installments: one 1st installment will be paid within 30 days of your actual joining date and the 2nd installment will be paid within 30 days following the first anniversary of your joining date. The payment is subject to the conditions outlined in this regard in the final offer letter.

The Company's offer / your employment with the Company is conditional upon and subject to the conclusion and positive outcome of the Company's Background Verification Process. The offer can be withdrawn and revoked by the Company at any time in the event of an unsatisfactory outcome of the background verification.

For Microsoft India (R & D) Pvt. Ltd

Authorized Signatory

Name, Signature & Date

Microsoft India (R&D) Pvt. Ltd.
Microsoft Campus,
Gachibowli, Hyderabad- 500032

Tel: +91-40-66930000
Fax: +91-40-66935593
<http://www.microsoft.com/india>



Please note that this is a preliminary offer letter, post your acceptance and subject to the conditions above, you will receive a final offer letter closer to the joining date.

Your employment will be subject to the terms of this preliminary offer letter, the final offer letter and the policies of the Company.

Please indicate your acceptance of the above, by signing and delivering a copy of this letter to the undersigned on or before the Date: 17th Jan 2018.

Yours Sincerely,

For Microsoft India (R & D) Pvt. Ltd

I Agree

Authorised Signatory

Name, Signature & Date

For Microsoft India (R & D) Pvt. Ltd

Authorised Signatory

Name, Signature & Date

Date: 20/10/2017

Dear Amit Kumar Upadhyay,

Sub: Offer letter

Warm WELCOME to KPIT Family!

We are excited to have you as a part of **KPIT Technologies Ltd.** ("Company") and we believe that you can use your skills and talent in making our company reach new heights.

Welcome onboard new buddy!

Our goal At KPIT;

To achieve a leadership position in our business by becoming the 1st choice of our customers.

People are what make this industry tick. Then be it senior managers, key decision makers, or fresh out-of-college graduates. In fact many of our present top performers started out in KPIT as trainees, who have over the years grown into leaders and tech experts!

We truly believe that you would prove to be an asset to KPIT Family.

With reference to the discussions that we had with you, we are pleased to offer you a position of **Trainee in KPIT Technologies Ltd.** ("Company").

Your compensation package will be as below –

S.No.	Amount	Details
1)	INR, 5,50,000 PA	Upon Successful Completion of KPIT Elective (If Applicable).

Please note that, all statutory deductions as may be applicable, will be effective from the date of joining. You are required to produce the supporting documents of investment proofs in order to get the Income Tax benefit. After joining you may undergo formal training and on-the-job assignments, and successful completion of this training, if applicable is mandatory to continue your employment.



Culture at KPIT!

- KPIT has open door policy which makes the work culture transparent and easy to approach
- It always gives opportunities and challenges beyond your current role to prove yourself and achieve greater heights
- KPIT has an open culture, a great work environment, and offers a sense of belonging to employees, which is conducive to future growth."

- KPIT is the perfect place for someone looking for a challenging, fast growing environment with opportunities to take on bigger responsibilities and learn cross functional skills
- With a relatively flat organizational structure, KPIT encourages innovative thinking and gives everyone a sound hearing, regardless of the seniority of the individual.
- Channelization of raw energy and execution of good ideas is brought in by young employees like you.
- KPIT gives you a platform for new ideas and a lot of innovation is fostered here.
- Gives you an opportunity to discuss ideas with the senior management and be enabled to execute them, at a relatively early stage of your career.'

Corporate Social Responsibility (CSR):

Community Contribution is one of the seven core values at KPIT. It has a significant mention in our mission and vision to reflect our commitment towards it.

Few of our CSR Initiatives:

- Chhote Scientists
- Zero Garbage Drive
- Farm Ponds
- One Tree One Child Program
- School Kit Drive

The Dhoom Club:

Where passion comes alive, where a world of awesomeness, away from the drudgeries of mundane work awaits you, where we take fun seriously!

Dhoom caters to a wide variety of interests - **sports, music, photography, art, theatre, treks.**

Get ready to showcase your talent even at Work!



Documents to be produced at the time of joining:

Original & 2 sets of self-attested photo copies to be brought on the date of joining

1. PAN card
2. Copy of DOB (e.g. Driving license/PAN Card/Passport Copy/School Leaving Certificate/Birth Certificate etc.)
3. Permanent Address Proof
4. Bachelor's Degree along with Certificate and Mark sheets - 2 Copies
5. Master's Degree along with Certificate and Mark sheets - 2 Copies
6. Diploma along with Certificate and Mark sheets
7. Secondary and Higher Secondary certificates
8. Previous employer's relieving letter/experience certificate (If applicable)
9. Previous employer's appointment letter (If applicable)
10. Two Photographs (as per US visa specifications 50 x 50 mm, 80% face, white background)
11. Name Change Documents (If applicable)
12. Passport (is not currently a mandatory document as long as we have a photo id)

We welcome you to KPIT Technologies Ltd. and wish you a successful career with us.



Terms and Conditions

Your appointment as a **Trainee** will be subject to the standard terms and conditions as below, as indicated in **Annexure A** and the Policies & Processes of the Company as prevailing from time to time.

1. The structure of the compensation package offered to you will be as per the prevailing Company policy at the time of your joining.
2. You will be required to attend duties as and when required in any shift in existence or which may be started subsequently as per the requirement of the Organisation. It should not be presumed that the scope of your duties is circumscribed or limited by your designation and it should be clearly understood that we reserve to ourselves the absolute right to allot you any type of duties whatsoever consistent with the work requirement and the nature of your employment. On joining you would undergo a rigorous training program (formal training and on-the-job assignments) with us for a maximum period of one year from the date of joining. During this period you will be assessed at regular intervals. In case your performance during training period is not satisfactory, the company has the right to terminate your services with immediate effect without any notice or without any salary in lieu of.
3. Transferability/ Mobility: For fulfilling the Company's business needs from time to time, you may be transferred; assigned and /or deputed, at the discretion of the Company, to any other locations in India or abroad other than your location at the time of your appointment. You will be covered by the Policies, processes and the terms and conditions applicable at the place where you shall be posted / transferred / deputed.
4. The Company can initiate movement of your employment to any other organization for any reason including but not only limited to mergers, movement to joint ventures/ group companies/ sister concerns, divestment, in case of mutual agreement between the Company & customer for you moving to customer's roll etc.
5. Throughout your employment with the Company, you should be medically fit and free from any disease. It will be open for the Company to require you to undergo such medical test as may be determined and in the event, the Company finds it unsuitable for you to be continued on medical grounds, the decision of the Company in that case shall be final and your service will be liable to be terminated.
6. The letter of offer is being issued to you on clear understanding that there is nothing on your past record which would have prevented the management from offering you employment. If however, it is found at any time hereinafter that your past record is objectionable or if any declaration given by you or statement made by you to the Management is false or if you have wilfully suppressed any material information, in such a case you will be liable to be terminated from the services of the company forthwith without any notice or without any salary in lieu of notice.
7. Please bring the documents as listed above (original and 1 set of photocopies) on your date of joining. The joining date and location will be communicated to you in due course and you shall join after the date of joining is duly communicated to you.

8. Conditional Offer:

- The offer is valid subject to:
 - a. Passing of KPIT PACE Assessment (if applicable)
- Your joining in the organization is subject to:
 - a. Completion of degree in stipulated time frame, without keeping any terms/backlog and is eligible for award of degree certificate by the respective University.
 - b. Submission of all the relevant academic certificates / mark sheets

In case at the time of joining the Company OR within a time specified by the Company, the candidate is not able to produce the above documents, the employment will end with immediate effect.

9. Extension in date of joining: Extension in date of joining would be granted on the basis on medical & emergency cases. Any request for extension in joining, should be consulted with the recruiter at least 3 days prior to the date of joining & need to be supported with medical documents. Providing extension is solely at the company decision.

I accept the terms and conditions offered.

Name: Raghesh Nair



Name (Candidate): _____

Signature: _____

Date: ____/____/20____

Place: _____

Education & Competency Development

ECoDe

IT – 3 Building, 3rd Floor,
Neopro Technologies Pvt. Ltd.
Blue Ridge SEZ Survey No. 154/6, Plot No. 2
Nr. Rajiv Gandhi Infotech Park, Phase I,
Hinjewadi, Pune – 411057

Please sign and return a copy of this letter, duly affixing your 'full signature' on the signature block above and 'initials' on the remaining pages along with the Annexure.

ANNEXURE A

1. You are required to maintain confidentiality about the Company's business affairs, techniques, processes, and management, which may come to your knowledge during your employment. The Company shall have Intellectual Property Rights over all products, techniques, processes, patents etc. that you may create or develop in the course of your training period with the Company.
2. You shall be accountable for all Company property and equipment entrusted to you and shall be required to surrender all such property including documents and manuals immediately after completing your training period.
3. You are required to keep the Company informed of any change pertaining to any of the declarations made by you at the time of your interview.
4. Validity: The validity of the offer is subject to you fulfilling all the conditions applied in the recruitment process. This includes successful completion and passing of the PACE Assessment as well as the course in the first attempt (in case result awaited/If Applicable) while/post joining the Company.

5. Leave: You will be entitled to paid leave as per company policy
6. During your engagement with the Company, you shall not engage in any other service, profession or business
7. You will be governed by the Terms & Conditions, Policies & processes of the company as may be applicable from time to time.
8. Retirement: You will retire from services on reaching your 60th birthday as per the proof of age submitted by you on time of joining.
9. Letter of appointment: You will issued a letter of Appointment at the time of your joining after completing joining formalities
10. Annual & Monthly Compensation Plan:

Components	Amount (in INR)
Basic Salary	148,500
House Rent Allowance	74,250
Conveyance	19,200
Monthly Bonus	29,700
Employer's contribution to Provident Fund	17,820
India Allowance	36,500
Flexi Basket*	-
Additional Allowance	224,030
Fixed Compensation**	550,000
Total Target Compensation	550,000
Other Benefits*	11,843
Cost to Company	561,843

Note: All the amount mentioned above are per annum.

* The details for Flexi Basket and Other Benefits Component have been mentioned in Annexure B.

** Fixed compensation is payable subject to adherence of all applicable policies of the organization.

ANNEXURE B

Components	Amount (in INR)
Hostel Allowance	0
Meal Allowance	0
Professional Development Reimbursement	0
Medical Allowance	0
Children's Education Allowance	0
Employer's contribution to NPS	0
Leave Travel Assistance	0
Flexi Basket*	0
Notional Provision for Statutory Gratuity**	7,143
Employer's contribution to Insurance Premium***	4700
Employer's contribution to ESIC	0
Special Benefits	0
Other Benefits	11,843

*You have an option of restructuring your Flexi Basket components from 1st to 15th of the succeeding month of your joining, based on your tax planning (the amounts changed will be adjusted in the Additional Allowance). The amounts under flexi allowance are taxable in case of no supporting receipts or expense bills, except for Meal Allowance.

1Submission of actual bills against your flexi declaration for tax exemption purpose would be done at the end of financial year for which you will receive a communication from HR.

All allowances except for Leave Travel Assistance will be paid on monthly basis while Leave Travel Assistance will be paid on claim basis. Leave Travel Allowance (LTA) can be claimed only after three months of joining the company.

Employer's contribution to NPS will be deducted from your salary on monthly basis and will be paid directly into your PRAN account.

** As per Payment of Gratuity Act.

*** The amount mentioned is an indicative average cost incurred by Company towards Group Medclaim, Group Personal Accident and Group Term Life Insurance premium.

Please do not hesitate to contact us for any queries on (email: Campus@kpit.com)



Ref: LOI/FI0002/2018

Date: February 12, 2018

College: Army Institute of Technology (AIT), Pune

Subject: Letter of Intent

Dear Ameet Singh,

This refers to your application and subsequent discussions we have had with you. We are pleased to inform that you have been selected as **Associate Software Developer** at band **L3** in our organization.

Subsequent to your joining the Company, you will be eligible for an Annual Salary package of **Rs. 3,50,000/- (Rupees Three Lacs Fifty Thousand only)**. Please refer to Annexure 1 for breakup of your salary package.

You are required to mandatorily possess a valid PAN card and Adhaar card at the time of joining the Company.

This Letter of Intent is valid subject to you being found medically fit by the company appointed doctor, satisfactory completion of your course, meeting the set eligibility criteria at the end of your course and completing all necessary documentation pertaining to your Employment.

We request you to confirm us your acceptance of this Letter of Intent by signing and returning the duplicate copy of this letter, which in any case should not be later than February 13, 2018 and also intimating to us your date/month of joining. We look forward to having you on board and wish you a rewarding career with us.

Sincerely,
For FIGmd (India) Pvt.Ltd.,

For Employee,



Ameya Gokhale
Manager-Human Resources

Name : Ameet Singh

Location : Pune

Date :

FIGMD (INDIA) PRIVATE LIMITED

B/202, 140/3 Vanshaj Prestige, Pashan Sus Road, Pune, 411021 Maharashtra, India
Off: 020-66879009 website: www.figmd.com CIN: U72900PN2016FTC165476



Annexure 1

Salary Break Up				
Sr No	Particulars	Amount in INR	% As per Sal. Structure	
I	Monthly Gross Earnings			
	Basic	11,667	40.00%	
	HRA	4,813	16.50%	
	Transport Allowance	1,600	5.00%	
	LTA	1,458	5.00%	
	Educational Allowance	875	3.00%	
	Medical allowance	1,458	5.00%	
	Special Allowance	2,771	9.50%	
	Other Allowance	2,294	Bal. Fig.	
	Gross-Sub Total 1	26,936		
II	Employer Contribution, Cost & Reimbursements			
	Provident Fund (13.15%)	1,534		
	ESIC	0		
	Gratuity	561		
	Health Insurance + Accidental Insurance Premium	136	No. of lives	1
	Reimbursements	0		
	Sub Total 2	2,231		
III	Employee Contribution / Deductions			
	Profession tax	200		
	Provident Fund (12 %)	1,400		
	ESIC	0		
	Income Tax (Approx.)	0		
	Sub Total 3	1,600		
IV	Net Pay	25,336		
V	CTC	29,167		
VI	Annual CTC	350,000		

FIGMD (INDIA) PRIVATE LIMITED

B/202, 140/3 Vanshaj Prestige, Pashan Sus Road, Pune, 411021 Maharashtra, India
 Off: 020-66879009 website: www.figmd.com CIN: U72900PN2016FTC165476



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Barclays Global Service Centre Private Limited
Registered Office: Ground to Fourth Floor
Wing 3- Cluster A, EDN Free Zone
MIDC Knowledge Park, Kharadi
Pune 411 014, India
CIN - U72200PN2007FTC132479
Tel: +91 20 67160007; Fax+91 20 67161800

www.barclays.com

25 May 2018

Ashish Kumar
A 77 Durga Nagar
Rajpur chungli
Agra
282001

Dear Ashish,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("**Employment Letter**").

The Agreement refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values form a critical part of how Barclays is changing and the Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accept the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

A handwritten signature in black ink, appearing to read "Amit Vaish", with a horizontal line underneath.

Amit Vaish
Head of Human Resources- Barclays Global Service Centre Private Limited

Summary of Key Terms

Introduction to this Section

This section is intended as an "at a glance" summary of the key terms of the offer to you. You must, therefore, read these terms in conjunction with any applicable Schedules and the enclosed Detailed Terms and Conditions which together form your contract of employment ("Employment Letter").

Name	Ashish Kumar
Employing Company	Barclays Global Service Centre Private Limited ("the Company")
Position	Your role will be Graduate Analyst, BA3 (or equivalent), or such other role as the Company reasonably decides from time to time.
Start Date	30 July 2018, or such other date agreed between us in writing, subject to the pre-employment conditions being met to the Company's satisfaction. Your start date for the purposes of continuous employment is as set out above.
Initial Place of Work	You will initially be based in Pune 3- Cluster A, Wing 3- Ground Floor to 7th Floor, EON SEZ, Plot No. 1, S.NO 77, MIDC Kharadi Knowledge Park, Pune 411014, Maharashtra, India.
Working Hours	<p>Unless you are required to work in shifts, 09:00 to 18:00 Monday to Friday, plus such additional hours as are required for the proper performance of your duties. Your working hours can be varied by the Company at its discretion, with reasonable notice. Your manager will inform you if you are required to work shifts.</p> <p>You must also work such additional hours as are required for the proper performance of your duties as per any applicable Company policy. However, you will devote sufficient time to your duties, which may require that you attend the office, or be available to fulfil your function, outside these hours and days. Your working hours can be varied by the Company at its discretion, with reasonable notice and in accordance with applicable laws.</p>
Probationary Period	Your employment is subject to a probationary period of 6 months, or such additional period as the Company may in its discretion consider necessary.

Salary

Components	In INR Per Annum
Basic salary	299,842.00
House Rent Allowance	149,921.00
Flexible Benefit Plan (see further "Statutory and other Benefits" below)	299,841.00
Annual Salary	749,604.00
Provident Fund (Employer's Contribution)	35,981.00
Gratuity (per Company policy)	14,415.00
Total Fixed Pay	800,000.00

Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the last working day of the month.

You may be eligible to receive discretionary allowances as mentioned above or otherwise, subject to and in accordance with the Company's policy on such allowances / flexible benefit pay component of the salary, subject to amendment from time to time by the Company, to reflect changes in law, tax, or other reasons. These allowances may be reduced or withdrawn.



03/07/2018

Anish Kumar
101-H NBH ARMY
INSTITUTE OF
TECHNOLOGY
ALANDI ROAD, DIGHI
HILLS
Pune, MH 411015 Ind

We are very pleased that you are considering an offer of employment with our affiliate.

You should be aware that if you accept employment with our affiliate, you will be eligible, subject to approval by the Board of Directors of Amazon.com, Inc., to receive a restricted stock unit award with respect to 6 shares of Amazon.com, Inc. common stock. Subject to your continued employment with one of our affiliates, this award will vest and convert into shares of common stock as follows:

- 5% on the 15th day of the month in which you reach your first anniversary of employment,
- 15% on the 15th day of the month in which you reach your second anniversary of employment, and
- 20% every six months thereafter, until fully vested.

This award would be evidenced by, and subject to the terms and conditions of, a Restricted Stock Unit Award Agreement between you and Amazon.com, Inc.

5/28/2018

Gmail - ZS Associates : Travel Details/Instructions for your joining in Pune



Anish Kumar <anishkumarait@gmail.com>

ZS Associates : Travel Details/Instructions for your joining in Pune

2 messages

Purva Acharya <purva.acharya@zs.com>

Tue, May 15, 2018 at 7:55 PM

Hello,

We would like to take this opportunity to extend a warm welcome to you at ZS!

We hope you are excited about joining us on 9 July 2018!

We are honored you chose ZS to commence your professional career.

As you start preparing for your joining, we would like to have you start evaluating travel options to Pune and then book appropriate Flight/Train/Bus tickets from your respective location.

You can reach Pune 2 to 3 days prior to your start date but not later than Sunday, 8 July 2018, preferably post noon but not later than 10 pm. Once in Pune, you will have to use public ground transportation to get to the guest house.

Relocation

- ZS will provide a onetime relocation allowance if your college/ home location is different than the ZS office location that you are joining. The relocation allowance of INR 30,000 will be paid to you through your second month's payroll.
- Upon your arrival, ZS will provide up to 2 weeks (14 days from the date of check-in) of temporary guest house accommodation on a twin sharing basis. Expenses towards the guest house accommodation will be directly paid by ZS.
- This allowance is provided to help you bear for your relocation to Pune (travel/baggage); ground transportation expenses for the travel within Pune and food expenses during your initial 2 weeks to help you settle down.
- For the ones who are local residents of Pune, one time Zonal relocation allowance of INR 20,000/- would be given if you are relocating to a ZS acceptable zone as per the transportation policy mentioned in your offer letter.
- If you do not complete one full year (12 months) of full-time employment, you will have to refund the relocation allowance and the expenses incurred during the accommodation and travel entirely. This relocation allowance is considered as a taxable income.

We have put in every effort to ensure a smooth transition into your new roles and as a follow up to that we would request you to

<https://mail.google.com/mail/u/0?ik=f8067ecf5c&view=pt&search=all&permthid=thread-f%3A1600540469383371745&siml=msg-f%3A1600540469383371745&siml>

5/29/2018

Gmail - ZS Associates : Travel Details/Instructions for your joining in Pune

- Acknowledge this mail
- Send a Copy (soft/scanned) of your travel ticket by attaching it in the response to this email marking it to Sachin.verma@zs.com
- Please share the following details with Sachin from our travel team:

College/Campus Name	
Name as per Govt. ID	
Gender	
DOB	
Contact #	
E-mail ID	
DOJ	
Travel Date	
Travel Sector	
Check In	

On receiving your travel ticket, Sachin (SPOC from ZS travel team) would revert to you with the details of the Guest House.

We look forward to welcome you to ZS!

Please do reach out to me in case of any query.

Purva Acharya
Senior Recruiter
ZS Associates India Pvt. Ltd.
World Trade Center, Tower 3, Kharadi, Pune 411014, Maharashtra, India
r | +91 20 6739 5061
www.zs.com

ZS Impact where it matters.

ZS in India Accolades (click to know more)

<https://mail.google.com/mail/u/0?ik=f8067ecf5c&view=pt&search=all&permthid=thread-f%3A1600540469383371745&simpl=msg-f%3A1600540469383371745&simpl>

18.161

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Barclays Global Service Centre Private Limited

Registered Office: Ground to Fourth Floor
Wing 3- Cluster A, EON Free Zone
MIDC Knowledge Park, Kharadi
Pune 411 014, India
CIN - U72200PN2007FTC132479
Tel: +91 20 67160007; Fax+91 20 67161800

www.barclays.com

15 March 2018

Ankit Khatana
H No 161/5, Vill - Rithoj
Teh - Sohna
Gurgaon
122102

Dear Ankit,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("**Employment Letter**").

The Agreement refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values form a critical part of how Barclays is changing and the Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accept the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

Amit Vaish
Head of Human Resources- Barclays Global Service Centre Private Limited

Summary of Key Terms

Introduction to this Section

This section is intended as an "at a glance" summary of the key terms of the offer to you. You must, therefore, read these terms in conjunction with any applicable Schedules and the enclosed Detailed Terms and Conditions which together form your contract of employment ("**Employment Letter**").

Name	Ankit Khatana
Employing Company	Barclays Global Service Centre Private Limited ("the Company")
Position	Your role will be Graduate Analyst, BA3 (or equivalent), or such other role as the Company reasonably decides from time to time.
Start Date	30 July 2018, or such other date agreed between us in writing, subject to the pre-employment conditions being met to the Company's satisfaction. Your start date for the purposes of continuous employment is as set out above.
Initial Place of Work	You will initially be based in Pune 3- Cluster A, Wing 3- Ground Floor to 7th Floor, EON SEZ, Plot No. 1, S.NO 77, MIDC Kharadi Knowledge Park, Pune 411014, Maharashtra, India.
Working Hours	<p>Unless you are required to work in shifts, 09:00 to 18:00 Monday to Friday, plus such additional hours as are required for the proper performance of your duties. Your working hours can be varied by the Company at its discretion, with reasonable notice. Your manager will inform you if you are required to work shifts.</p> <p>You must also work such additional hours as are required for the proper performance of your duties as per any applicable Company policy. However, you will devote sufficient time to your duties, which may require that you attend the office, or be available to fulfil your function, outside these hours and days. Your working hours can be varied by the Company at its discretion, with reasonable notice and in accordance with applicable laws.</p>
Probationary Period	Your employment is subject to a probationary period of 6 months, or such additional period as the Company may in its discretion consider necessary.

Salary

Components	In INR Per Annum
Basic salary	299,842.00
House Rent Allowance	149,921.00
Flexible Benefit Plan (see further "Statutory and other Benefits" below)	299,841.00
Annual Salary	749,604.00
Provident Fund (Employer's Contribution)	35,981.00
Gratuity (per Company policy)	14,415.00
Total Fixed Pay	800,000.00

Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the last working day of the month.

You may be eligible to receive discretionary allowances as mentioned above or otherwise, subject to and in accordance with the Company's policy on such allowances / flexible benefit pay component of the salary, subject to amendment from time to time by the Company, to reflect changes in law, tax, or other reasons. These allowances may be reduced or withdrawn.

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18.162 RSIPL/2018/OL/0033

April 26th, 2018

Mr. Ankur Yadav
E-Mail ID: yankur2110@gmail.com
Mobile: +91 7030308513

Dear Mr. Ankur,

This has reference to the discussions you had with us for the suitable position at our company Reflexis Systems India Private Limited, Pune.

We have reviewed your profile and assessed your experience and fitment for our organization. We are pleased to offer you the position of **Trainee Software Developer (Grade-T) with a probation period of six months from the date of joining.**

You would be required to join us on or before **July 2nd, 2018.**

We are pleased to offer you a remuneration of **Rs. 5,50,000/- (Rupees Five Lakh and Fifty Thousand only)** on a cost to the company basis, per annum.

Joining Bonus: You are eligible for a One Time Joining Bonus of amount Rs. **50,000/- (Rupees Fifty Thousand only)** which will be paid along with your Second Salary. The one time joining bonus will have to be paid back to Reflexis in full if you leave Reflexis within 18 months of employment.

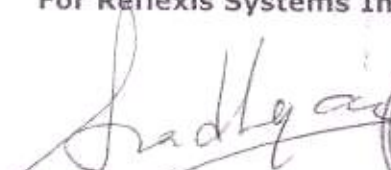
The offer letter is only valid with subject to clearance of Degree during on or before 30th June 2018.

You will also be covered under company-paid benefits of **Group Medi-claim Employee Insurance** (Rs. 4 lakh per annum on a floater family basis) and **Group Personal Accident Insurance** - Sum insured is three times of the annual fixed compensation and **Group Term Life Insurance** - Sum insured is three times of the annual-fixed compensation.

Your initial posting will be in Pune. However, your services are transferable and you may be assigned to any office of Reflexis, in India or outside, depending on company's requirements.

This is only a letter of offer. On your acceptance of the offer, we shall proceed further in the matter. Final Appointment letter would be issued on the day of your joining.

Best wishes,
For Reflexis Systems India Private Limited,


Shreevijay Aradhya
Managing Director





18.162

Offer: Computer Consultancy
Ref: TCSL/CT20172267692/Pune
Date: 20/09/2017

Mr. Ankur Yadav
103 G Ait Pune,
Dighi Hills,
Pune-411015,
Maharashtra.
Tel# -

Dear Ankur Yadav,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20172267692

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tower, Ground Floor, S No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 016 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office: Nirma Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

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18-164

Date: September 21, 2017

Ref: LTI/HR/Campus/2018

Name: Ashish Baliyan

College: ARMY INSTITUTE OF TECHNOLOGY, PUNE

OFFER OF EMPLOYMENT

Dear Ashish Baliyan,

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

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,18,000/-** as per the details mentioned in '**Annexure-1**'.

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

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

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

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

TERMS AND CONDITIONS

1. Increments and Promotions

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

2. Overseas Deputation/International Assignment

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

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

3. Documents

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

4. Background Verification

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

5. Service Agreement

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

6. Letter Acceptance

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

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

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

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

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

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


Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.



Signature and Date

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2018 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	CS/IT/Electronics and Extc	Computer Application
Age Criteria: As on 1st July of Passing year (2018)	Less than 24 years	Less than 26 years
Academic Gap:	No Academic gap allowed during/middle of the course for SSC, Diploma/HSC, Graduation	
Course must complete in:	4 years	3 years
SSC, HSC, Diploma (If applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA NOTE: • SSC /HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.	
Graduation,Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA	
	Aggregate of all semesters AND all appeared subjects(irrespective of the University rule)	
	Provisional/Passing Certificate(of all courses) must state First class	
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation,Post Graduation)	Maximum of 4 Reattempts/ATKTs/Backlogs/Arrears allowed (in total) including Diploma +Graduation+Post graduation course. This count includes Reattempts/ATKTs/Backlogs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. Re-exam(Supplementary or Additional exams) given soon after the main exam is also considered as Re-attempt/ATKT/Backlog/Arrear. • No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester</u> of any course.	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2018 SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(In the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS	

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your qualification, experience or medical history, LTI reserves right to revoke this 'Offer of Employment' without any notice.

ANNEXURE-1

Name : Ashish Baliyan		Date : September 21, 2017
Salary Grade : GET(I)		
Component	Amount Rs./Per Annum	Amount Rs. /Per Month
<u>MONTHLY REMUNERATION</u>		
Basic		10,000
House Rent Allowance (H.R.A.)		5,000
Conveyance Allowance		1,600
Medical Allowance		1,250
Adhoc Allowance		5,414
Meal Allowance		1,210
Sub- Total (A)	293,688	24,474
<u>DEFERRED BENEFITS</u>		
Provident Fund (P.F.)		1200
Gratuity		481
Sub- Total (B)	20,172	1,681
Total (A+B)	313,860	26,155
Mediclaime Premium	4,140	
Grand Total	318,000	
<p>Notes:</p> <ul style="list-style-type: none"> - Basic will be reckoned for PF, Gratuity (if applicable) and Leave Encashment as per rules. - H.R.A. will be deducted for accommodation (if any) provided by the Company. - You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy. - The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act. - The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution - Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents. <p>Medical Insurance:</p> <p>The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 100,000/- p.a.</p>		



Triple Point Technology (India) Private Limited
Unit No 601-602, 6th Office Floor,
Building No.3 Commerzone Complex,
Samrat Ashok Path,
Yerawada Pune - 411006
Maharashtra, India

Bhavin Kumar
Army Institute of Technology, Pune
India

22 September 2017

Offer of Employment

Triple Point Technology Private Limited (the "Company")

Dear Bhavin,

I have great pleasure in confirming that our offer to you of a full-time position in our Development Department.

Your annual base salary will be Rs 1,050,000 (including Provident Fund and Superannuation fund benefit) per annum payable monthly in arrears. You will be eligible to be considered for a discretionary bonus, at year-end, commencing 2018.

In addition, you will receive a relocation bonus of up to Rs 50,000 against evidence/receipts. The relocation bonus will be repayable in full to ION if you decide to leave ION within 15 months of commencement of your employment.

Your normal place of work will be at our office in Pune, India.
We offer 23 days paid holiday plus 10 bank holidays. Our holiday year runs from January to December.

You will be required as a condition of your employment to sign a non-disclosure and non-compete agreement, together with a letter of appointment/contract of employment that incorporates the terms of this letter and conforms to best practice.

Please sign the enclosed copy of this letter as your acceptance and return it to me as soon as possible. I would be grateful also if you could let us have the names and addresses of two referees whom we can approach with regard to obtaining references for you.

This offer is subject to evidence of a valid work permit, if applicable, evidence of qualifications and the receipt of satisfactory references. The confirmation of your employment with Triple Point is contingent upon the satisfactory completion of a probationary period of six months.

Following successful completion of the probationary period, the written notice required to be given by either the Company or you to terminate your employment shall be eight weeks.

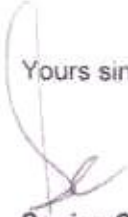
Telephonic: +91 20 30 20 6000
Email: info@tpt.com

CIN: U72200PN2003PTC017808

I should also like to confirm your start date as 20 June 2018. On the first day of your employment we will require you to submit various documents for our records as detailed in the list enclosed. This offer is open for your acceptance until 29 September 2017.

We are very happy that you have agreed to join our company and we are all looking forward to working with you.

Yours sincerely,



Sanjay Chikara
Director
Triple Point Technology (India) Private Limited

Accepted by Date

Bhavin Kumar

You are requested to bring the following documents along with you on the first day of your employment.

1. Five passport sized photographs;
 2. Photocopies of the certificates of your qualifications;
 3. Proof of date of birth;
 4. Photocopy of your passport, if available; and
 5. Copy of Income Tax PAN card;
 6. Copy of Aadhar card.
-



June 27th, 2018.

To,
Bhupendra Singh Gadwal,
AIT, Pune.

Subject: Offer Letter for Employment in Saba Software India Private Limited

Dear Bhupendra,

Further to our discussion we are pleased to make an offer to you for a position in our organization as a **Software Associate**. Your work location will be **Pune**.

The offer has been made to you on the basis of your experience and qualification and parity within Saba and is subject to duly completed reference check and background check as per Company policy.

You will be considered an employee of Saba Software India Private Limited from the date of joining and will be covered by the local employment legislation in India. On joining you will be required to complete the Joining and Compliance formalities of the Company. The employment agreement will incorporate the terms set out below:

Compensation (Details as per Annexure A)

Salary Head	Amount (Rs)
Base Salary	
Retirals	519,748
Gross Salary	30,252
	550,000

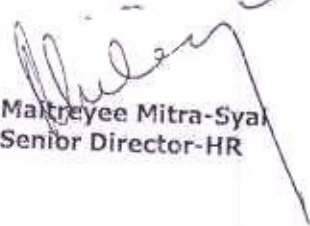
In addition to the above, you will be eligible for non-cash benefits such as Health Insurance, Food, Education Assistance and other benefits as declared by the Company from time to time.

You are required to report on the joining date at 10:00 am to complete the joining formalities. Annexure B contains details regarding office address and contact person at the time of joining. Your expected date of joining is on or before **July 2, 2018**. You are requested to send your confirmation within one week.

We welcome you to Saba and look forward to a long and mutually rewarding association with you.

Yours sincerely,

For and on behalf of
Saba Software India Private Limited


Maitreyee Mitra-Syal
Senior Director-HR

Annexure A

Sr	Earning Head	Amt in Rupees (Monthly)	Amt In Rupees (Annual)
1	Basic (Incl. of DA)	15,000	180,000
2	HRA	7,500	90,000
3	CCA	16,062	192,748
4	Total Taxable Salary	38,562	462,748
	Flexi-basket :		
(a)	Telecommunication reimbursement	2,500	30,000
(b)	Vehicle Running & Maintenance reimbursement	0	0
(c)	LTA	0	0
(d)	Sodexo Meal Card	0	0
(e)	Professional Development	1,250	15,000
(f)	Health Club	1,000	12,000
5	Total Flexi-basket	4,750	57,000
6	Base Salary (Pre-Tax)	43,312	519,748
7	Employer's contribution to Provident Fund	1,800	21,600
8	Gratuity	721	8,652
9	Retirals	2,521	30,252
10	Gross Salary (6 + 9)		550,000
11	Other Benefits		
(a)	Food		13,000
(b)	Health Insurance Plan *		22,000
12	Total Other Benefits		35,000
13	Cost To Company (CTC)		585,000

*Flexi-basket amounts are allocated to the maximum. You can opt to change the amounts at the time of joining.

*Health Insurance

- Family Medical Floater for INR 300,000
- 10% co-payment on all claims
- Personal Accident Insurance Cover for INR 5,00,000
- Life Cover for INR 10,00,000

Taxes will be deducted as per Income Tax rules.



Relocation Reimbursement

You shall be entitled for reimbursement of **INR 25,000** if the work location is not the same as city of residence. The terms and conditions will be as per our relocation policy. You are expected to complete tenure of One Year from the date of joining failing which the same amount has to be refunded back to the company.

Loyalty Bonus

You shall be entitled for a loyalty bonus of **INR 50,000**. This amount will be payable to you after you successfully complete one year of fulltime employment with us.

Taxes will be deducted as per Income Tax rules.

Annexure B

Location of Joining

Saba Software India Pvt. Ltd
7th Floor-B2, Cerebrum IT Park,
Kalyani Nagar, Pune,
Maharashtra 411014
Tel: + 91 20.4850.7000

Contact Person: Mukti Bhagtani

Documents Required at the time of joining

Academic Related Certifications / Medical Fitness / Photographs

- Copies of all Mark Sheets and Passing Certificates from SSC till Graduation /
 - Post-graduation / Professional Certifications
 - Certificate showing proof of age (School leaving/Birth certificate OR PAN Card)
 - Certificate of fitness from a registered medical practitioner/ doctor
 - Photographs (2 Nos.) - Stamp size or passport size colored photograph
 - Relieving letter from the immediate previous employer
 - Experience / Service certificates from all previous employers
 - Copy of Pay Slip / Proof of Salary Drawn at last employer
 - Letter of Appointment from last employer
 - Photocopy of Passport
 - Photocopy of PAN card
-

Saba Software India Pvt. Ltd. | Cerebrum IT Park B2 | 7th Floor | Kumar City | Kalyani Nagar | Pune - 411014 | India
tel: +91 20 48507000 | www.saba.com

Regd. Off. | 506 | 5th floor | C wing | "Trade Star" | Andheri Kurla Road | JB Nagar | Andheri East | Mumbai | 400 059 | India
tel: +91 22 66977222 | fax: +91 22 66978087 | www.saba.com

CIN NO.U99909MH1999PTC117948



18.166

Offer: Computer Consultancy
Ref: TCSL/CT20172303759/Pune
Date: 20/09/2017

Mr. Bhupendra Singh Gadwal
126-H,Nbh,Army Institute Of TechnologyDighi Hills,
Old Vsnl Colony,
Pune-411015,
Maharashtra.
Tel# 91-8239789949

Dear Bhupendra Singh Gadwal,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20172303759

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nanman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. Food Card

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

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



Deloitte & Touche Assurance &
Enterprise Risk Services India Private
Limited

Plot No 14 & 15,
Deloitte Drive, Road No. 2
Hi-tec City Layout, Madhapur
Hyderabad, Telangana State – 500 081
INDIA
Tel: +91 40 6670 4000
Fax: +91 40 6670 4005

<http://www.deloitte.com>

June 28, 2018

Mr. Deepak Kumar Sharma
House No-82, Sonjhana House 3
New Raj Nagar, Near Hari Enclave, Chandpur Road,
Bulandshahr - 203001

Subject: Offer of Employment

Dear Deepak Kumar Sharma:

On behalf of **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst - Deloitte Risk and Financial Advisory** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **July 30, 2018**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your annual compensation, you will receive a Total Salary of **Rs.5,00,004/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.70,000/-** subject to your reporting for full-time employment on **July 30, 2018**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **one year** of your start date.

You may also receive additional benefits as are generally accorded to the employees of the Employer, subject to the applicable policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **July 30, 2018**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Bengaluru, Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

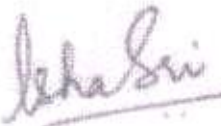
This letter and **Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Deepak Kumar Sharma, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited

Best regards,



Usha Sri Tangirala
Authorized Signatory

Mr. Deepak Kumar Sharma

Acceptance

I, **Deepak Kumar Sharma**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance



Signature

Jun 30, 2018

Date

Annexure A

Mr. Deepak Kumar Sharma

Analyst - Deloitte Risk and Financial Advisory

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	14,600	1,75,200
House Rent Allowance (HRA)	7,300	87,600
Special Allowance ^{1a & 1b}	6,602	79,224
Medical Allowance ²	1,250	15,000
Leave Travel Allowance ³	1,460	17,520
Meal Card ⁴	2,200	26,400
Conveyance Allowance ⁵	1,600	19,200
Differential Allowance(L)	4,855	58,260
Employer's contribution to PF	1,800	21,600
Total Salary (in Rs.)	41,667	5,00,004
Variable Bonus*	You will be eligible for a performance linked variable bonus. If applicable, it will be paid out on the 31st of August on the basis of your performance and performance of the business	
Medical Insurance Premium ⁶	1,408	16,897

* The Variable Bonus will vary, primarily based on your performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from 0-10% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer on August 31st following the close of the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid on August 31st of that subsequent year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd:-



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18.168

Offer: Computer Consultancy
Ref: TCSL/CT20162128694/Pune
Date: 20/09/2017

Mr. Gagandeep Kumar
Puja Villa, Dighi Hills, Alandi Road 3,
Vitthal Temple,
Pune-411015,
Maharashtra,
Tel# -

Dear Gagandeep Kumar,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20162128694

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Nyati Tatra, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. Food Card

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

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office: Nirma Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

HASHMAP TECH INDIA PVT. LTD.

(WE PROVIDE BIG DATA & HADOOP SOLUTIONS)

TAN Number AMRH11871G PAN Number AADCH7743M

Reference No: HR/Recruitment/17/2017

Dated: 16 August 2017

To

Hitesh Kumar
C/O AIT, Dighi Hills
Pune (Maharashtra) 41015

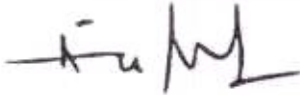
Subject: Offer Letter for Employment

Dear Hitesh,

1. We are pleased to offer you the position of "Trainee Developer Big Data/Hadoop" in the Big Data and Hadoop domain, as per the terms and conditions discussed with you.
2. You shall receive monthly compensation of Rs. 33300. Thereafter your salary shall be revised as per the Company's policy. The formal appointment letter, describing your salary break up according to your efficient tax management needs, terms and conditions of your employment and the policy of the Company shall be handed over to you on the day, you join the company.
3. You shall join the Company on or before 1st June 2018 at our Pune office located at Plot No 44, Rajiv Gandhi IT Park Phase 1, MIDAS Tower, Hijawadi, Pune 411057. This offer shall be valid till 8th June 2018 and should you not join this Company by this date, this offer would stand cancelled.
4. You shall submit the following documents online, if not submitted earlier, to enable us to complete the joining formalities: -
 - a) Letter of acceptance of employment quoting firm date of joining.
 - b) Copies of adhaar card, passport, pan card and ration card /electricity/utility bills/driving license to serve as ID and address proofs.
 - c) Copies of your birth certificate, educational certificates of secondary and senior secondary examinations and the degree certificates with copies of marks sheets.
 - d) Copies of relieving and experience letters from your previous employer.
 - e) Declaration of your total income earned or to accrue during the current financial year on IT Form 12, showing income earned from previous employer or income earned from other sources and the tax saving investments planned during the year such as LIC policies, house rent to be paid, housing loan if any with account No and name of the bank who lent housing

loan, tuition fee to be paid if any, telephone bills to be paid during the year, IT already paid during the current financial year; etc. Please note that in case of HRA, medical reimbursement and telephone bills, the tax exemption shall be allowed only on receipt of actual payment receipts.

- f) The last salary slip issued by your previous employer for income tax recovery purposes.
 - g) Three passport size photographs.
 - h) Your blood group and the name and address of contact person to whom to contact while in distress or any emergency.
5. With profound regards and best wishes.



Amrik Singh
Director Hashmap Tech India Pvt Ltd
Contact Number 9417319008

BRANCH OFFICE : Plot No. 44, RGIP Phase I, Midas Tower, Hinjawadi, Pune, Maharashtra - 411057
HEAD OFFICE : 28, D-Block, Street No. 3, Guru Amar Dass Avenue, Ajnala Road, Amritsar (Pb) - 143008



New Hire Useful Information

July 30, 2018

Congrats and welcome to Deloitte family!!!

The below information will be useful in identifying the practice you belong to:

Employee Name : Karamvir Singh
Personnel Number : 514147
Official Email ID : KARASINGH@DELOITTE.COM
Designation : Analyst - Deloitte Risk and Financial Advisory
Entity : Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited
Business : Advisory
Business Area :
Business Line :

Happy to help, if you need any further assistance

Best Regards,

Talent Onboarding

Important Information

1) For any technical or talent related issues please contact Technology Call Centre.

- To dial from VOIP: 2222
- To dial from personal phone: +91 4066702222

2) Ensure you complete the below mentioned nominations using the following steps.

- i. PF ii. Gratuity iii. Insurance & Other Benefits

DeloitteNet >> Talent OnDemand >> Total Rewards >> My Pay Slip, Tax & Reimbursements >> My Transactions >> My Nominations, then click on point 1 / 2 / 3

3) Adhere to stipulated timelines for the following activities.

- Mandatory trainings
- To update Bank A/C no. and PAN no.

New Hire Paper Documents (soft copies only):

Office	Name	Email ID
All Locations	US INDIA BI	usindiaeducation@deloitte.com (for education) usindiaemployment@deloitte.com (for employment)

18.170

105



Barclays Global Service Centre Private Limited

Registered Office: Ground to Fourth Floor
Wing 3- Cluster A, EON Free Zone
MIDC Knowledge Park, Kharadi
Pune 411 014, India
CIN - U72200PN2007FTC132479
Tel: +91 20 67160007; Fax+91 20 67161800

www.barclays.com

7 June 2018

Jaswinder Singh
Shahpur 14
Saina Saida kurukshetra
Kurukshetra
136128

Dear Jaswinder,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("**Employment Letter**").

The Agreement refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values form a critical part of how Barclays is changing and the Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accept the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

Amit Vaish
Head of Human Resources- Barclays Global Service Centre Private Limited

Summary of Key Terms

Introduction to this Section

This section is intended as an "at a glance" summary of the key terms of the offer to you. You must, therefore, read these terms in conjunction with any applicable Schedules and the enclosed Detailed Terms and Conditions which together form your contract of employment ("Employment Letter").

Name	Jaswinder Singh
Employing Company	Barclays Global Service Centre Private Limited ("the Company")
Position	Your role will be Graduate Analyst, BA3 (or equivalent), or such other role as the Company reasonably decides from time to time.
Start Date	30 July 2018, or such other date agreed between us in writing, subject to the pre-employment conditions being met to the Company's satisfaction. Your start date for the purposes of continuous employment is as set out above.
Initial Place of Work	You will initially be based in Unit no 301, 3rd floor, Building 6, Commerzone, Samrat Ashok Path, Off Airport Road, Pune, 411006.
Working Hours	<p>Unless you are required to work in shifts, 09:00 to 18:00 Monday to Friday, plus such additional hours as are required for the proper performance of your duties. Your working hours can be varied by the Company at its discretion, with reasonable notice. Your manager will inform you if you are required to work shifts.</p> <p>You must also work such additional hours as are required for the proper performance of your duties as per any applicable Company policy. However, you will devote sufficient time to your duties, which may require that you attend the office, or be available to fulfil your function, outside these hours and days. Your working hours can be varied by the Company at its discretion, with reasonable notice and in accordance with applicable laws.</p>
Probationary Period	Your employment is subject to a probationary period of 6 months, or such additional period as the Company may in its discretion consider necessary.

Salary

Components	In INR Per Annum
Basic salary	299,842.00
House Rent Allowance	149,921.00
Flexible Benefit Plan (see further "Statutory and other Benefits" below)	299,841.00
Annual Salary	749,604.00
Provident Fund (Employer's Contribution)	35,981.00
Gratuity (per Company policy)	14,415.00
Total Fixed Pay	800,000.00

Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the last working day of the month.

You may be eligible to receive discretionary allowances as mentioned above or otherwise, subject to and in accordance with the Company's policy on such allowances / flexible benefit pay component of the salary, subject to amendment from time to time by the Company, to reflect changes in law, tax, or other reasons. These allowances may be reduced or withdrawn.



June 27th, 2018.

To,
Jaya Singh,
AIT, Pune.

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Subject: Offer Letter for Employment in Saba Software India Private Limited

Dear Jaya,

Further to our discussion we are pleased to make an offer to you for a position in our organization as a Software Associate. Your work location will be Pune.

The offer has been made to you on the basis of your experience and qualification and parity within Saba and is subject to duly completed reference check and background check as per Company policy.

You will be considered an employee of Saba Software India Private Limited from the date of joining and will be covered by the local employment legislation in India. On joining you will be required to complete the Joining and Compliance formalities of the Company. The employment agreement will incorporate the terms set out below:

Compensation (Details as per Annexure A)

Salary Head	Amount (Rs)
Base Salary	519,748
Retinals	30,252
Gross Salary	550,000


In addition to the above, you will be eligible for non-cash benefits such as Health Insurance, Food, Education Assistance and other benefits as declared by the Company from time to time.

You are required to report on the joining date at 10:00 am to complete the joining formalities. Annexure B contains details regarding office address and contact person at the time of joining. Your expected date of joining is on or before **July 2, 2018**. You are requested to send your confirmation within one week.

We welcome you to Saba and look forward to a long and mutually rewarding association with you.

Yours sincerely,

For and on behalf of
Saba Software India Private Limited


Maitreyee Mitra-Syal
Senior Director-HR



48

18.173

Offer: Computer Consultancy
Ref: TCSL/CT20162128463/Pune
Date: 20/09/2017

Mr. Kaushal Kumar Singh
Traning Battalion - 2New Boys Hostel(Nbh),Room No=024(H),Army Institute Of Technology,Dighi Hills
Maharashtra,
Pune Railway Station-411015,
Maharashtra.
Tel# 91-7066084486

Dear Kaushal Kumar Singh,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20162128463

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. Food Card

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

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

TCS Confidential

TCSL/CT20162128463

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

NiyatiTiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

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04-Dec-17

Kshitij Chaurasiya
Pune

Dear Kshitij

Thank you for your interest in Veritas Technologies LLC. Veritas is a global leader in infrastructure software, enabling businesses and consumers to have confidence in a connected world. We help customers protect their infrastructure, information, and interactions by delivering software and services that address risks to security, availability, compliance and performance. We are headquartered in Mountain View, California and have operations in over 40 countries. More information about Veritas is available at [\[www.veritas.com\]](http://www.veritas.com). Veritas Software Technologies (India) Private Limited is a subsidiary of the Veritas Technologies LLC and is incorporated under the Companies Act, 1956 having its registered office address at EON Free Zone, 0-05 Floor, Wing 4, Cluster A, Plot No 1, Survey No 77, MIDC Knowledge Park, Kharadi, Pune-411014 ("the Company").

Contract of Employment

On behalf of the Company, we are pleased to appoint you as Associate Software Engineer on the following terms and conditions:-

- Emoluments:** Your salary plan is as detailed in Annexure. All payments made pursuant to this agreement or any bonus plan or otherwise will be subject to the deduction of tax at source as applicable. **Annual Incentive Plan** Based on your position, you are eligible to participate in the Annual Incentive Plan, an incentive program that rewards achievement of Veritas Technologies LLC's financial objectives as well as your individual performance. Under the current program, your annual incentive target will be 7% of your annual base salary, prorated based on your date of hire. Depending on the company's performance and your individual performance, your actual incentive award may be higher or lower. To receive the award, you must satisfy the requirements of the Program, which will be available to you after you begin your employment. To be eligible to participate in the Annual Incentive Plan for fiscal year 2018, you must begin your employment on or before December 29, 2017. If you begin your employment after this date, you will start participating in the Annual Incentive Plan effective fiscal year 2019.
- Work Location:** Your place of work will be Pune. You may be required to work in other offices and locations from time to time. In addition, you may be required to work on the premises of any of the Company's or Group Companies' customers, suppliers, clients or associates whether in India or abroad. The Company reserves the right to transfer your services to any other location anywhere in the world.

3. **Date of Joining:** Your expected date of joining should be 02-Jul-18 or earlier. If you are unable to join by this date please contact your Veritas recruiter immediately.
4. **Duties and Responsibilities:** You shall perform the duties and responsibilities as set by the Company and that are consistent with your position within the Company. You must act in the best interests of the Company, service faithfully and diligently and comply with all legal requirements of the Company, applicable to you and all lawful directions issued to you by the Company from time to time. If you work for the Company full time, you agree that you shall not at any time during the term of this Agreement, without the prior written consent of the Company, be engaged, employed, concerned or interested, directly or indirectly, in any other employment, business or occupation that may conflict with your duties to the Company.
5. **Confidentiality:** You are required to maintain total confidentiality as regards the contents of this Agreement and you should not disclose the same to anybody. As a condition of employment at the Company, you will be expected to sign the Confidentiality and Intellectual Property Agreement which forms part of your contract of employment with the Company. The Company has appointed you based upon your background, experience, general skills and abilities and not because of your knowledge of your current employer's or any previous employer's trade secrets or other company specific information. In this regard, you should also be extremely careful not to bring to the Company any documents or other materials in tangible form belonging to or acquired from any current or prior employer.
6. **Previous Employment:** If you are employed, you are expected to join the Company only after your present employer formally relieves you. You are required to submit the relieving letter from your present employer to the Company. The Company will not be liable for any consequences arising out of any of your previous employments. You hereby agree that you are not subject to any terms or conditions (whether contractual or otherwise) which restrict or may restrict your ability to carry out your duties for the Company or any Group Company.
7. **Background Check:** As a policy the Company conducts a background check of all new employees. This appointment is contingent upon the Company receiving satisfactory results from the background check, which shall include without limitation - interviewing past and current employers and verifying education transcripts. For business requirements, you may also be required to undergo a criminal check. The Company shall have the right to terminate your services without notice or payment in lieu of notice, if the information provided by you at the time of interview or as part of your application or resume is found to be false or misrepresented.

As part of our joining procedure, you will be required to provide details of criminal proceedings, if any have been initiated against you prior to joining the Company. If there are none, you will be required to provide a written declaration stating so.

8. **Working Days, Holidays and Leave:** Your working hours will be 45 per week Monday through Friday, although you may be required to work at such other times as may be necessary for the proper performance of your duties. Your daily working hours, holidays and leave shall be as per the Company policy as amended from time to time.

9. **Notice of termination:**

You will be required to give at least 60 days written notice of termination to the Company. The Company reserves the right to relieve you only at the end of the 60 days' notice period. If you are relieved of your duties before the expiration of your notice period the Company will be entitled to recover from you as 'salary in lieu of notice', an amount equivalent to the shortfall in notice period and/or to deduct such amount from any amounts which may be payable to you by the Company.

The Company, at its sole discretion shall be entitled to terminate your employment by giving you either 2 months' notice in writing or 2 months' salary in lieu thereof. During any period of notice you may be required by the Company, in its absolute discretion not to contact its employees, customers or suppliers, not to attend at your place of work at any time and not to perform any duties for the Company or to perform only such duties, specific projects or tasks as are assigned to you expressly by the Company, for such period and at such place or places (including, without limitation, your home) as the Company deems appropriate, provided that you will be entitled to receive full pay and benefits (excluding any bonus or commission payments) during such period. For the avoidance of doubt, you will remain the Company's employee during any such period and may not carry out any work for any third party. The Company reserves the right to terminate your contract without notice, or pay in lieu of notice, if, after a reasonable investigation, it has reasonable grounds to believe you are guilty of serious misconduct.

10. **Restrictive Covenant:** During the term of your employment and for 6 months thereafter, you will not directly or indirectly solicit, deal with or contact the current or potential customers of the Company or any Group Company.

11. **Retirement Age:** You shall retire from the services of the company on attaining the age of 65 years on the basis of the age submitted by you on the Company Records.

12. **Data Privacy:** You expressly consent to the process (including collection, use, and local and international transmission to databases within the Company's group of companies from time to time or third party contractors storing such data on the Company's behalf) of your personal data. You may request and obtain access to your personal data (where collected), and correct or delete such data (where appropriate). The Company's data privacy authorization is set out in Annexure 1.
13. **Group or Group Company:** For the purposes of this Agreement, the "Group" or "Group Company" means the Company, Veritas Technologies LLC ("**Veritas**"), any subsidiary of the Company or Veritas, any holding company of the Company or Veritas and any subsidiary of such a holding company. The expressions "subsidiary" and "holding company" shall have the meanings given to them by section 4 of the Companies Act 1956.
14. **Applicable Law:** This Agreement shall be governed by and construed in accordance with Indian Law and the parties submit to the non-exclusive jurisdiction of the Courts in Pune, Maharashtra, India.
15. **Severability:** The various provisions and sub-provisions of this Agreement and its Annexes are severable and if any provision or identifiable part thereof is held to be unenforceable by any court of competent jurisdiction then such unenforceability shall not affect the enforceability of the remaining provisions or identifiable parts thereof in this Agreement or its Annexes.
16. **Entire Agreement:** This Agreement, the Confidentiality and Intellectual Property Agreement and the Code of Conduct constitute the entire agreement between the parties about its subject matter. Nothing in this Agreement shall operate to exclude or limit any liability for fraud.

17. **Validity of this Letter:** Please communicate your acceptance of this appointment and the associated terms and conditions within 5 days from the date of issue of this letter after which time this offer will lapse. If you agree to the foregoing terms and conditions of employment with the Company, please indicate your acceptance by signing the acknowledgement below.

Sincerely,
For Veritas Software Technologies (India) Private Limited



Leucadia Milly Sandeep
India HR Lead

Acceptance by the recipient

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this document as a token of my having accepted employment with the company and the terms and conditions set out in this letter.

Date:

Signature:

Name :Kshitij Chaurasiya

May 18, 2018

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Lakshmi Narayan Pandey

Dear Lakshmi Narayan,

We are pleased to offer you employment in the position of **Applications Developer 1** with **Oracle India Private Limited, IDC ("Oracle")**. Your base of operation is **Pune, India**. This offer of employment is made based on India laws.

We offer you a starting compensation at an annual rate of **INR 9,00,000.00** payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

The break-up of your total gross compensation is given below:

Components	Amount (INR) p.a.
A. Basic salary	3,76,518.00
B. Flexible Benefit Plan (FBP) **	4,60,189.00
C. Annual Gross Pay AGP (A+B)	8,36,707.00
D. Company's contribution to PF	45,182.00
E. Company's contribution to Gratuity	18,111.00
Total Gross (C+D+E)	9,00,000.00

** - Details of Flexible Benefit Plan is provided in the Annexure "Employment Agreement & Employment Benefits"

The Company may, at any time, review and/or restructure the Compensation Package.

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 1,88,282.58** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within the parameters of the Relocation Policy.

Oracle has partnered with SIRVA for relocation in Japan, APAC and India. Your manager will initiate your relocation with SIRVA after an Oracle purchase order has been created and approved. You will be contacted by SIRVA within 24 hours of your relocation authorization. If you are not contacted by SIRVA within a few days, please contact your Oracle manager to ensure s/he has completed the necessary steps to authorize your relocation.

Do not take any steps to initiate your own relocation prior to speaking to SIRVA. Doing so may result in a refusal to reimburse associated costs. SIRVA will review the Oracle JAPAC and India Relocation Policy and processes with you and help you manage the relocation budget.

Before receiving any relocation assistance you will be required to sign and return a Relocation Agreement (provided and collected by SIRVA).

ORACLE



Congratulations and welcome to Oracle. We are delighted that you have decided to grow your career with us. We are a global market leader in cloud solutions and the world's #1 enterprise database, serving more than 400,000 customers across a wide variety of industries in more than 145 countries around the globe.

Our future success is strongly linked to the quality of talent in our organization; our employees are the best and the brightest in the industry. We provide our global workforce of more than 130,000 employees an environment that fosters a culture of innovation, excellence and continuous learning. Like others before you, you will be able to build your career at Oracle into a lifelong journey of personal growth and success.

Please be sure to watch our [Life at Oracle](#) employee video series for firsthand accounts of what it is like to work at Oracle and learn more [about Oracle](#) and [our product offerings](#).

To prepare for your employment with Oracle, we've included a New Employee Offer Packet containing the documents you will need to click accept and/or sign and return to Oracle before you begin – along with instructions for doing so. We've also included information that will help you in your first few days on the job. Please contact your hiring manager to ask questions and decide on your start date.

You have chosen an exciting time to join us. Again, congratulations and welcome to Oracle - we look forward to your arrival.

Joyce Westerdahl

Executive Vice President of Human Resources, Oracle

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Terms of Use](#) | [Privacy Statement](#)

Integrated Cloud
Applications & Platform Services

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement, Proprietary Agreement and Disclosure of interest. In addition to these terms and conditions stated in the above documents, there are other company policies and procedures which you agree to observe and follow during your employment with Oracle. These company policies and procedures may be varied from time to time.

This offer of employment is contingent upon no adverse information being obtained during reference checking with previous employers, approval of your employment / immigration pass application (if applicable) and upon satisfactory clearance of criminal check prior to commencement of employment. If you fail any of the above checks, validation or approval process, or do not cooperate or provide assistance in undergoing such checks, validation or approval process, this offer will immediately lapse without any claim against, or liability to Oracle.

This offer is made with the explicit understanding that you will pass the qualifying examination in the first attempt and that you will not have any arrears till the final examination. In the event that you do not satisfy any of the aforesaid conditions, the Company may withdraw its offer of employment and revoke the appointment at any time without compensation. Your on board date will be at your Hiring Manager's discretion, and the Hiring Manager's decision will be final.

By accepting this offer you confirm that there are no contractual or other legal impediments which may prevent you commencing employment with the Company. Upon acceptance by you, this offer shall form the employment agreement between you and the Company.

New employees are inducted **every Monday/ Thursday beginning 9.30am**. You may therefore choose to commence on any Monday or Thursday. On your day of commencement you will be required to sign in all pages including Employment Agreement for our records, a copy of the offer and the Proprietary Information Agreement.

If you have any questions regarding the conditions of your offer, please feel free to contact your manager, **Sameer Paygude** at **91-20-66561211**.

The letter of offer is valid for one (1) week from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager Sameer Paygude (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within one (1) week from the date hereof.

We look forward to having you with us in our team.

Yours Sincerely,


For and on behalf of Oracle India Private Limited, IDC



Srihari Beldona
Vice President - Human Resources, India

OFFER LETTER ACCEPTANCE:

I, **Lakshmi Narayan Pandey** agree with all the above terms and conditions of employment with Oracle. I shall commence employment with effect from 02/07/18.

Signature:  Date: 20/05/18

Principal Global Services Pvt. Ltd.,
(A Member Company of Principal Financial Group, USA)
Level 6 & 7, Tower VI, Cybercity, Magarpatta,
Hadapsar, Pune - 411013 India
Tel. : +91 020 6621 4000
Fax : +91 020 6620 1993
www.principal.com

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June 01, 2018

Miss. Lavanya Killada,
Pune.

Dear Lavanya,

We are pleased to extend you an offer to join Principal Global Services Private Limited ("Company" or "PGS"), a Principal Financial Group Company. The Principal Financial Group is a fortune 500 Company and we are glad you will be contributing to our on-going success. We have a great deal of challenging work ahead and each of the leaders you have interacted with recognizes your ability to contribute to our endeavors.

Following are the terms of the offer:

Appointment

You shall be designated as Trainee Analyst of the Company. In this role, you shall be based at our Pune facility and if required you, may be asked to provide services to any of its associated companies within or outside India. Your appointment is subject to successfully completion of current degree, awarded in the current academic year without any standing backlogs, accuracy of your testimonials and information provided by you, you are being free from any contractual restrictions preventing you from accepting the offer and starting work from the aforesaid date and positive reference check of the antecedents provided by you.

This appointment letter is valid upon joining the Company on or before July 5, 2018, after which it shall stand revoked. Following are the details of your employment.

1. Remuneration

Designation	Trainee Analyst
Title	Trainee Analyst
Tier	T1
Total salary (cost to company)	INR 550,000.00

Your Fixed Compensation will be INR 500,000.00/- . In addition, you will also be eligible for a qualifying discretionary target variable pay of INR 50,000.00/- for the period January to December on pro-rata basis. This variable pay is based on individual performance. You should be on the rolls of the Company on the date of disbursement of the variable pay. Details of the scheme, including how awards are determined, would be provided to you after joining. Performance pay could range from 0 to 150% of the target amount.

- Your fixed salary will not be further grossed up for taxes and employer's contribution to Provident Fund, Gratuity, Professional tax, ESI contribution etc.
- PGS follows calendar year i.e. January to December for purpose of performance assessment. Your performance will be assessed for one year from your date of joining. You will be eligible for salary revision from the date you are completing one year from date of joining basis your performance. Your salary structure can be changed as per the company's pay structure anytime during the year at the discretion of the management.
- Considering changing tax laws, the Company reserves the right to restructure the components of your salary in manner that your gross salary is protected.

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Date: September 21, 2017

Ref: LTI/HR/Campus/2018

Name: Manish Kumar

College: ARMY INSTITUTE OF TECHNOLOGY, PUNE

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OFFER OF EMPLOYMENT

Dear Manish Kumar,

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

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,18,000/-** as per the details mentioned in '**Annexure-1**'.

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

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

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

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

TERMS AND CONDITIONS

1. **Increments and Promotions**

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

2. **Overseas Deputation/International Assignment**

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

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

3. **Documents**

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

4. Background Verification

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

5. Service Agreement

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

6. Letter Acceptance

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

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

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

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

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

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

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

I have read the letter and accept the same:

Signature and Date

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2018 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	CS/IT/Electronics and Extc	Computer Application
Age Criteria: As on 1st July of Passing year (2018)	Less than 24 years	Less than 26 years
Academic Gap:	No Academic gap allowed during/middle of the course for SSC, Diploma/HSC, Graduation	
Course must complete in:	4 years	3 years
SSC, HSC, Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA NOTE: • SSC /HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For candidates pursuing HSC and Diploma(both), marks scored in the Diploma course will be taken into consideration.	
Graduation, Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above OR Equivalent CGPA	
	Aggregate of all semesters AND all appeared subjects(irrespective of the University rule)	
	Provisional/Passing Certificate(of all courses) must state First class	
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation, Post Graduation)	Maximum of 4 Reattempts/ATKTs/Backlogs/Arrears allowed (in total) including Diploma +Graduation+Post graduation course. This count includes Reattempts/ATKTs/Backlogs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. Re-exam(Supplementary or Additional exams) given soon after the main exam is also considered as Re-attempt/ATKT/Backlog/Arrear. • No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester</u> of any course.	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2018 SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS	

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your qualification, experience or medical history, LTI reserves right to revoke this 'Offer of Employment' without any notice.

ANNEXURE-1

Name	: Manish Kumar	Date	: September 21, 2017
Salary Grade	: GET(I)		
Component	Amount Rs./Per Annum	Amount Rs. /Per Month	
MONTHLY REMUNERATION			
Basic		10,000	
House Rent Allowance (H.R.A.)		5,000	
Conveyance Allowance		1,600	
Medical Allowance		1,250	
Adhoc Allowance		5,414	
Meal Allowance		1,210	
Sub- Total (A)	293,688	24,474	
DEFERRED BENEFITS			
Provident Fund (P.F.)		1200	
Gratuity		481	
Sub- Total (B)	20,172	1,681	
Total (A+B)	313,860	26,155	
Mediclaime Premium	4,140		
Grand Total	318,000		

Notes:

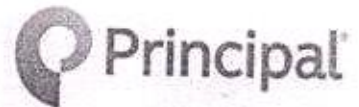
- Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- H.R.A. will be deducted for accommodation (if any) provided by the Company.
- You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.
- The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
- The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution
- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

Medical Insurance:

The Group Mediclaime Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 100,000/- p.a.

Principal Global Services Pvt. Ltd.,
(A Member Company of Principal Financial Group, USA)
Level 6 & 7, Tower VI, Cybercity, Magarpatta,
Hadapsar, Pune - 411013 India
Tel. : +91 020 6621 4000
Fax. : +91 020 6620 1993
www.principal.com

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Dear Mr. and Mrs. Ansari,

We take immense pleasure in informing you that your son Mohd Rafiullah Ansari has been selected by Principal Global Services for the position of **Trainee Analyst**. We are very excited to have your son onboard.

Over the years, we have experienced great success with Trainee program, and we are happy to welcome your son into our Principal family. We take this opportunity to tell you about our company.

About Principal Financial Services,

We help people and companies around the world build, protect and advance their financial well-being through retirement, insurance and asset management solutions that fit their lives.

About Principal, Pune,

Principal, Pune (Principal Global Services Private Limited) is a wholly owned subsidiary of the Principal Financial Group. The company began operations in Pune, India in 2006.

It plays a significant role in supporting the Principal Financial Group by a variety of services like Information Technology, Information Services, IT Enabled Services and Business Enabling Services.

We believe that success depends on everyone's unique experiences, backgrounds and talents coming together to build a stronger whole. That is why Principal encourages diverse talent and perspectives.

From career development to comprehensive benefits, to our vibrant, diverse, innovative work environment, employees find plenty of opportunities at Principal to enrich their personal and professional life.

Employees at Principal are offered right over best opportunities for a holistic growth, enabling them to express their thoughts and innovativeness and relish lifelong learning.

Our goal is the same as yours: we want to see your son continue to develop and be successful. ***This is a beginning of a great relationship and we look forward to your continuous support to our efforts in making our company a world class organization.***

Thank you,

Nazneen Husain
Chief Human Resource Officer
Principal, Pune

Classification: Internal Use

Registered Office : Level 6 & 7, Tower VI, Cybercity, Magarpatta, Hadapsar, Pune - 411 013 India
CIN : U64120PN2005PTC129516



18.180

Offer: Computer Consultancy
Ref: TCSL/CT20161977023/Pune
Date: 20/09/2017

Mr. Mohd Shoaib Ansari
318h/Obh, Army Institute Of Technology Alandi Road,
Dighi Hills,
Pune-411015,
Maharashtra.
Tel# 91-7263065055

Dear Mohd Shoaib Ansari,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20161977023

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune-411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Service Line: 1800 309 3111 Email: careers@tcs.com



18.180

Offer: Computer Consultancy
Ref: TCSL/CT20161977023/Pune
Date: 20/09/2017

Mr. Mohd Shoaib Ansari
318h/Obh, Army Institute Of Technology Alandi Road,
Dighi Hills,
Pune-411015,
Maharashtra.
Tel# 91-7263065055

Dear Mohd Shoaib Ansari,

Sub: Letter of Offer

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This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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TCS Confidential
TCSL/CT20161977023

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. Food Card

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

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

HASHMAP TECH INDIA PVT. LTD.

(WE PROVIDE BIG DATA & HADOOP SOLUTIONS)

TAN Number AMRH11871G PAN Number AADCH7743M

Reference No: HR/Recruitment/18/2017

Dated: 16 August 2017

To

Mohit Singh
C/O AIT, Dighi Hills
Pune (Maharashtra) 41015

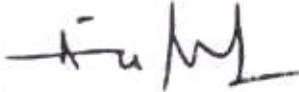
Subject: Offer Letter for Employment

Dear Mohit,

1. We are pleased to offer you the position of "Trainee Developer Big Data/Hadoop" in the Big Data and Hadoop domain, as per the terms and conditions discussed with you.
2. You shall receive monthly compensation of Rs. 33300. Thereafter your salary shall be revised as per the Company's policy. The formal appointment letter, describing your salary break up according to your efficient tax management needs, terms and conditions of your employment and the policy of the Company shall be handed over to you on the day, you join the company.
3. You shall join the Company on or before 1st June 2018 at our Pune office located at Plot No 44, Rajiv Gandhi IT Park Phase 1, MIDAS Tower, Hijawadi, Pune 411057. This offer shall be valid till 8th June 2018 and should you not join this Company by this date, this offer would stand cancelled.
4. You shall submit the following documents online, if not submitted earlier, to enable us to complete the joining formalities: -
 - a) Letter of acceptance of employment quoting firm date of joining.
 - b) Copies of adhaar card, passport, pan card and ration card /electricity/utility bills/driving license to serve as ID and address proofs.
 - c) Copies of your birth certificate, educational certificates of secondary and senior secondary examinations and the degree certificates with copies of marks sheets.
 - d) Copies of relieving and experience letters from your previous employer.
 - e) Declaration of your total income earned or to accrue during the current financial year on IT Form 12, showing income earned from previous employer or income earned from other sources and the tax saving investments planned during the year such as LIC policies, house rent to be paid, housing loan if any with account No and name of the bank who lent housing

loan, tuition fee to be paid if any, telephone bills to be paid during the year, IT already paid during the current financial year; etc. Please note that in case of HRA, medical reimbursement and telephone bills, the tax exemption shall be allowed only on receipt of actual payment receipts.

- f) The last salary slip issued by your previous employer for income tax recovery purposes.
 - g) Three passport size photographs.
 - h) Your blood group and the name and address of contact person to whom to contact while in distress or any emergency.
5. With profound regards and best wishes.



Amrik Singh
Director Hashmap Tech India Pvt Ltd
Contact Number 9417319008

BRANCH OFFICE: Plot No. 44, RGIP Phase I, Midas Tower, Hinjawadi, Pune, Maharashtra - 411057
HEAD OFFICE: 28, D-Block, Street No. 3, Guru Amar Dass Avenue, Ajnala Road, Amritsar (Pb.) - 143008

Amazon - Mandatory joining details
Mohit Singh <mail4frnd.mohit@gmail.com>
Today, 12:37 PM Training Placement Officer TPO

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

From: Jiddimani, Manjunath <jiddimam@amazon.com>

Date: Sat 12 May, 2018, 2:18 PM

Subject: Amazon - Mandatory joining details

To:

Cc: Jiddimani, Manjunath <jiddimam@amazon.com>

Hi,

Greetings from Amazon!!

We are currently working on your onboarding process and shortly will convey your date of joining on a separate mail. It is mandatory for you to have the following documents/information with you to complete your offer documentation with Amazon:

1. PAN Card number (Mandatory)
2. Aadhaar Card number (Mandatory)
3. Bank account details (It is preferred to have an account in HDFC, ICICI, Citibank or SBI. However, you can also transfer any existing account to one of these banks on the date of joining)
4. Marks Cards : 10th , 12th , UG/PG (Mark sheets of all semesters obtained till date) and provisional marks card
5. Bonafide certificate (Mandatory) : Bonafide certificate from university/college bearing roll Number/registration number; commencement of course; year of passing and degree earned along with concerned authority's wet signature and university/college stamp

In the "Employee Information form", Aadhaar and PAN details will have to be updated and in "Payroll Information form", bank account details will have to be updated.

Request you to apply for the above documents at the earliest.

Note – The date of joining will be moved if the above details are not available at the time of offer documentation.

Amazon - Mandatory joining details

1 messages

"Jiddimani, Manjunath" <jiddimam@amazon.com>

Reply-To:

To:

Cc: "Jiddimani, Manjunath" <jiddimam@amazon.com>

Hi,

Greetings from Amazon!!

We are currently working on your onboarding process and shortly will convey your date of joining on a separate mail. It is mandatory for you to have the following documents/information with you to complete your offer documentation with Amazon:

1. PAN Card number (Mandatory)
2. Aadhaar Card number (Mandatory)
3. Bank account details (It is preferred to have an account in HDFC, ICICI, Citibank or SBI. However, you can also transfer any existing account to one of these banks on the date of joining)
4. Marks Cards : 10th , 12th , UG/PG (Mark sheets of all semesters obtained till date) and provisional marks card
5. Bonafide certificate (Mandatory) : Bonafide certificate from university/college bearing roll Number/registration number, commencement of course, year of passing and degree earned along with concerned authority's wet signature and university/college stamp

In the "Employee Information form", Aadhaar and PAN details will have to be updated and in "Payroll Information form", bank account details will have to be updated.

Request you to apply for the above documents at the earliest.

Note – The date of joining will be moved if the above details are not available at the time of offer documentation.

Thanks & Regards,

Manjunath Jiddimani

Campus Recruiter | University Programs

Global Talent Acquisition | **Amazon Internet Services Pvt. Ltd**





18.183

Offer: Computer Consultancy
Ref: TCSL/CT20161976266/Pune
Date: 20/09/2017

Mr. Jitender Nara
Nara Jitender, Be It Army Institute Of Technology Room No.207g,
Dighi Camp,
Pune-411015,
Maharashtra.
Tel# 91-7030314886

Dear Jitender Nara,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20161976266

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS-1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. Food Card

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

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

18.184

Fwd: PAN and AADHAR No Required Before Your Joining

From: MEHTA Purva <Purva.MEHTA@30i.com>

Sent: Fri, 18 Jun 2016 11:18 AM

To: Training Placement Officer (TPO) -tpo@aitpune.edu.in

Get Outlook for Android

From: MEHTA Purva <Purva.MEHTA@30i.com>
Sent: Thursday, May 5, 2016 11:06:41 AM
To: MEHTA Purva
Subject: PAN and AADHAR No Required Before your joining

Hi,

This is to keep you informed that 14 June 2016 is your tentative D.O.J with 30iPM. Below are few mandatory details required before your Offer release.

- 1. PAN No.
- 2. AADHAR No.
- 3. Travel Pass**
- 4. Mode of Travel**
- 5. Need for Accommodation**

** Only eligible for outstation candidates.

"WISH YOU ALL THE BEST FOR YOUR FINAL EXAMS" ...!!!

Regards,
Purva MEHTA
30iPM HR Recruiters

Office: +91 20 4730 6446
www.30i.com
30i.COM

30i SYSTEMS | The 30i EXPERIENCE Company

This email and any attachments are intended solely for the use of the individual or entity to whom it is addressed and may be confidential and/or privileged. If you are not one of the named recipients or have received this email in error, you should not read, disclose, or copy it. If you have received this email in error, please notify the sender immediately by reply email and delete this email and all attachments. 30i Systems does not accept or assume any liability or responsibility for any use of or reliance on this email. If in other languages, go to http://www.30i.com/indian/indian-disclaimer

3 May DETAILS

Hi,

This is to keep you informed that **14 June 2018** is your tentative D.O.J with 3DPLM. Below are few mandatory details required before your Offer release.

- PAN No
- AADHAR No
- Travel Plan**
- Mode of Travel**
- Need for Accommodation**

** Only eligible for outstation candidates.

"WISH YOU ALL THE BEST FOR YOUR FINAL EXAMS " ... J J J

Regards,
Purva MEHTA
3DPLM HR Recruitment
Office: +91 20 6793
8496
purva.mehta@3ds.com

3DS.COM

3D PLM Software | 3dplm Software Solutions Ltd.,
Plot No. 15/B, Pune Infotech Park, M.I.D.C, Hinjewdi |
411057 Pune | India
Mr. Inb



HASHMAP TECH INDIA PVT. LTD.

(WE PROVIDE BIG DATA & HADOOP SOLUTIONS)

TAN Number AMRH11871G

PAN Number AADCH7743M

Reference No: HR/Recruitment/19/2017

Dated: 16 August 2017

To

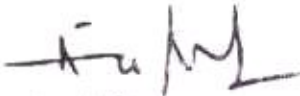
Nikhil Kumar
C/O AIT, Dighi Hills
Pune (Maharashtra) 41015

Subject: Offer Letter for Employment

Dear Nikhil,

1. We are pleased to offer you the position of "Trainee Developer Big Data/Hadoop" in the Big Data and Hadoop domain, as per the terms and conditions discussed with you.
2. You shall receive monthly compensation of Rs. 41670. Thereafter your salary shall be revised as per the Company's policy. The formal appointment letter, describing your salary break up according to your efficient tax management needs, terms and conditions of your employment and the policy of the Company shall be handed over to you on the day, you join the company.
3. You shall join the Company on or before 1st June 2018 at our Pune office located at Plot No 44, Rajiv Gandhi IT Park Phase 1, MIDAS Tower, Hijawadi, Pune 411057. This offer shall be valid till 8th June 2018 and should you not join this Company by this date, this offer would stand cancelled.
4. You shall submit the following documents online, if not submitted earlier, to enable us to complete the joining formalities:-
 - a) Letter of acceptance of employment quoting firm date of joining
 - b) Copies of adhaar card, passport, pan card and ration card /electricity/utility bills/driving license to serve as ID and address proofs.
 - c) Copies of your birth certificate, educational certificates of secondary and senior secondary examinations and the degree certificates with copies of marks sheets.
 - d) Copies of relieving and experience letters from your previous employer.
 - e) Declaration of your total income earned or to accrue during the current financial year on IT Form 12, showing income earned from previous employer or income earned from other sources and the tax saving investments planned during the year such as LIC policies, house rent to be paid, housing loan if any with account No and name of the bank who lent housing

- loan, tuition fee to be paid if any, telephone bills to be paid during the year, IT already paid during the current financial year; etc. Please note that in case of HRA, medical reimbursement and telephone bills, the tax exemption shall be allowed only on receipt of actual payment receipts.
- f) The last salary slip issued by your previous employer for income tax recovery purposes.
 - g) Three passport size photographs,
 - h) Your blood group and the name and address of contact person to whom to contact while in distress or any emergency.
5. With profound regards and best wishes.



Amrik Singh
Director Hashmap Tech India Pvt Ltd
Contact Number 9417319008

May 18, 2018

Pawan Kumar

Dear Pawan,

We are pleased to offer you employment in the position of **Applications Developer 1** with Oracle India Private Limited, IDC ("Oracle") Your base of operation is **Pune, India**. This offer of employment is made based on India laws.

We offer you a starting compensation at an annual rate of INR 9,00,000.00 payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

The break-up of your total gross compensation is given below:

Components	Amount (INR) p.a.
A. Basic salary	3,76,518.00
B. Flexible Benefit Plan (FBP) **	4,60,189.00
C. Annual Gross Pay AGP (A+B)	8,36,707.00
D. Company's contribution to PF	45,182.00
E. Company's contribution to Gratuity	18,111.00
Total Gross (C+D+E)	9,00,000.00

** - Details of Flexible Benefit Plan is provided in the Annexure "Employment Agreement & Employment Benefits"

The Company may, at any time, review and/or restructure the Compensation Package.

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of INR 1,88,282.58 toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within the parameters of the Relocation Policy.

Oracle has partnered with SIRVA for relocation in Japan, APAC and India. Your manager will initiate your relocation with SIRVA after an Oracle purchase order has been created and approved. You will be contacted by SIRVA within 24 hours of your relocation authorization. If you are not contacted by SIRVA within a few days, please contact your Oracle manager to ensure s/he has completed the necessary steps to authorize your relocation.

Do not take any steps to initiate your own relocation prior to speaking to SIRVA. Doing so may result in a refusal to reimburse associated costs. SIRVA will review the Oracle JAPAC and India Relocation Policy and processes with you and help you manage the relocation budget.

Before receiving any relocation assistance you will be required to sign and return a Relocation Agreement

18.05.18

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement, Proprietary Agreement and Disclosure of interest. In addition to these terms and conditions stated in the above documents, there are other company policies and procedures which you agree to observe and follow during your employment with Oracle. These company policies and procedures may be varied from time to time.

This offer of employment is contingent upon no adverse information being obtained during reference checking with previous employers, approval of your employment / immigration pass application (if applicable) and upon satisfactory clearance of criminal check prior to commencement of employment. If you fail any of the above checks, validation or approval process, or do not cooperate or provide assistance in undergoing such checks, validation or approval process, this offer will immediately lapse without any claim against, or liability to Oracle.

This offer is made with the explicit understanding that you will pass the qualifying examination in the first attempt and that you will not have any arrears till the final examination. In the event that you do not satisfy any of the aforesaid conditions, the Company may withdraw its offer of employment and revoke the appointment at any time without compensation. Your on board date will be at your Hiring Manager's discretion, and the Hiring Manager's decision will be final.

By accepting this offer you confirm that there are no contractual or other legal impediments which may prevent you commencing employment with the Company. Upon acceptance by you, this offer shall form the employment agreement between you and the Company.

New employees are inducted every Monday/ Thursday beginning 9.30am. You may therefore choose to commence on any Monday or Thursday. On your day of commencement you will be required to sign in all pages including Employment Agreement for our records, a copy of the offer and the Proprietary Information Agreement.

If you have any questions regarding the conditions of your offer, please feel free to contact your manager, Sameer Paygude at 91-20-66561211.

The letter of offer is valid for one (1) week from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager Sameer Paygude (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within one (1) week from the date hereof.

We look forward to having you with us in our team.

Yours Sincerely,

For and on behalf of Oracle India Private Limited, IDC



Srihari Beldona
Vice President - Human Resources, India

OFFER LETTER ACCEPTANCE:

I, Pawan Kumar agree with all the above terms and conditions of employment with Oracle. I shall commence employment with effect from _____.

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ORACLE



Congratulations and welcome to Oracle. We are delighted that you have decided to grow your career with us. We are a global market leader in cloud solutions and the world's #1 enterprise database, serving more than 400,000 customers across a wide variety of industries in more than 145 countries around the globe.

Our future success is strongly linked to the quality of talent in our organization; our employees are the best and the brightest in the industry. We provide our global workforce of more than 130,000 employees an environment that fosters a culture of innovation, excellence and continuous learning. Like others before you, you will be able to build your career at Oracle into a lifelong journey of personal growth and success.

Please be sure to watch our [Life at Oracle](#) employee video series for firsthand accounts of what it is like to work at Oracle and learn more [about Oracle](#) and [our product offerings](#).

To prepare for your employment with Oracle, we've included a New Employee Offer Packet containing the documents you will need to click accept and/or sign and return to Oracle before you begin – along with instructions for doing so. We've also included information that will help you in your first few days on the job. Please contact your hiring manager to ask questions and decide on your start date.

You have chosen an exciting time to join us. Again, congratulations and welcome to Oracle - we look forward to your arrival.

Joyce Westerdahl

Executive Vice President of Human Resources, Oracle

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Integrated Cloud
Applications & Platform Services

2018

Microsoft India (R&D) Pvt. Ltd.
Microsoft Campus,
Gachibowli, Hyderabad- 500032

Tel: +91-40-66930000
Fax: +91-40-66935593
<http://www.microsoft.com/india>



To
Pawan Kumar
Army Institute of Technology, Pune

18.186

Dear **Pawan Kumar**,

Sub: Preliminary offer of employment

Further to our discussions, Microsoft India (R & D) Pvt. Ltd., is pleased to offer you the role of **Software Engineer** on the following terms, and subject to Company' policies in this regard:

- a) Your total base salary will be **INR 1200000** per annum, payable monthly in arrears. The base salary has two components, (a) Basic and (b) Allowances:
 - (i) Basic Salary: Your basic salary will be **INR 566400** per annum and is 47.2% of the base salary.
 - (ii) Allowances: You shall be entitled a sum of **INR 633600** per annum (52.8% of the base pay) towards allowances.
- b) Stock Award of **USD 30000** in Microsoft Corporation, USA, under and subject to the Microsoft Corporation 2001 Stock Plan.
- c) Performance Based Bonus will be between **0% -20%** of your base annual pay and will be subject to the terms of the company's performance bonus plan.
- d) Sign-On Bonus will be awarded to you and the value will be **INR 300000** and the sign on bonus will be paid in 2 equal installments: one 1st installment will be paid within 30 days of your actual joining date and the 2nd installment will be paid within 30 days following the first anniversary of your joining date. The payment is subject to the conditions outlined in this regard in the final offer letter.

The Company's offer / your employment with the Company is conditional upon and subject to the conclusion and positive outcome of the Company's Background Verification Process. The offer can be withdrawn and revoked by the Company at any time in the event of an unsatisfactory outcome of the background verification

For Microsoft India (R & D) Pvt. Ltd

Authorised Signatory

Name, Signature & Date



Offer: Computer Consultancy
Ref: TCSL/CT20162128473/Pune
Date: 20/09/2017

Mr. Pramod Kumar
Room No H-324 Army Institute Of Technology Alandi Road,
Dighi Hills,
Pune-411015,
Maharashtra.
Tel# -

Dear Pramod Kumar,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/CT20162128473

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CT5 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Service line: 1800 209 3111 Email: careers@tcs.com



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18.187

Offer: Computer Consultancy
Ref: TCSL/CT20162128473/Pune
Date: 20/09/2017

Mr. Pramod Kumar
Room No H-324 Army Institute Of Technology Alandi Road,
Dighi Hills,
Pune-411015,
Maharashtra.
Tel# -

Dear Pramod Kumar,

Sub: Letter of Offer

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This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

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TATA CONSULTANCY SERVICES

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. Food Card

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

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Date: September 21, 2017

Ref: LTI/HR/Campus/2018

Name: Pramod Bhatt

College: ARMY INSTITUTE OF TECHNOLOGY, PUNE

OFFER OF EMPLOYMENT

Dear Pramod Bhatt,

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

During the initial training period of 12 months, your CTC including all benefits will be Rs.3,18,000/- as per the details mentioned in 'Annexure-1'.

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

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

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

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

TERMS AND CONDITIONS

1. Increments and Promotions

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

2. Overseas Deputation/International Assignment

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

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

3. Documents

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

LTI

Let's Solve

4. Background Verification

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

5. Service Agreement

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

6. Letter Acceptance

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

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

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

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

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

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

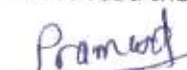
Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

 26-09-17
Signature and Date

ANNEXURE-1

Name : Pramod Bhatt		Date : September 21, 2017
Salary Grade : GET(I)		
Component	Amount Rs./Per Annum	Amount Rs. /Per Month
MONTHLY REMUNERATION		
Basic		10,000
House Rent Allowance (H.R.A.)		5,000
Conveyance Allowance		1,600
Medical Allowance		1,250
Adhoc Allowance		5,414
Meal Allowance		1,210
Sub- Total (A)	293,688	24,474
DEFERRED BENEFITS		
Provident Fund (P.F.)		1200
Gratuity		481
Sub- Total (B)	20,172	1,681
Total (A+B)	313,860	26,155
Mediclaime Premium	4,140	
Grand Total	318,000	

Notes:

- Basic will be reckoned for PF, Gratuity (if applicable) and Leave Encashment as per rules.
- H.R.A. will be deducted for accommodation (if any) provided by the Company.
- You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.
- The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
- The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution
- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

Medical Insurance:

The Group Mediclaime Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 100,000/- p.a.

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2018 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	CS/IT/Electronics and Extc	Computer Application
Age Criteria: As on 1st July of Passing year (2018)	Less than 24 years	Less than 26 years
Academic Gap:	No Academic gap allowed during/middle of the course for SSC, Diploma/HSC, Graduation	
Course must complete in:	4 years	3 years
SSC, HSC, Diploma (If applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA NOTE: • SSC /HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For candidates pursuing HSC and Diploma(both), marks scored in the Diploma course will be taken into consideration.	
Graduation, Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above OR Equivalent CGPA	
	Aggregate of all semesters AND all appeared subjects (irrespective of the University rule)	
	Provisional/Passing Certificate (of all courses) must state First class	
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation, Post Graduation)	Maximum of 4 Reattempts/ATKTs/Backlogs/Arrears allowed (in total) including Diploma + Graduation + Post graduation course. This count includes Reattempts/ATKTs/Backlogs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. This also includes internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as Re-attempt/ATKT/Backlog/Arrear. • No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester</u> of any course.	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2018 SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness (in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS	

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your qualification, experience or medical history, LTI reserves right to revoke this 'Offer of Employment' without any notice.



16

18.189

Offer: Computer Consultancy
Ref: TCSL/CT20162128704/Pune
Date: 20/09/2017

Mr. Preetam Singh
Mes Department Mescolony Subrauto Park New Delhi,
Near Nagal Mundi,
Delhi-123411,
Delhi.
Tel# 91-7030309454

Dear Preetam Singh,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/CT20162128704

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



18.190

Offer: Computer Consultancy
Ref: TCSL/CT20151694013/Pune
Date: 20/09/2017

Ms. Priya
Room No. 304 , Girls Hostel Army Institute Of Technology Dighi Camp, Alandi Road,
Pune,
Pune-411015,
Maharashtra.
Tel# -

Dear Priya,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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TCSL/CT20151694013

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

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You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



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You will be eligible for a monthly personal allowance of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. Food Card

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

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No. 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune-411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Services line: 1800 209 3111 Email: careers@tcs.com



Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

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

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.



6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

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

10. Service Agreement

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



11. Overseas International Assignment Agreement

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

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card

You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.

- Standard X and XII mark sheets equivalent

- Degree certificate and mark sheets for all semesters

- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)

- Birth Certificate / Proof of Age

- Work permit and/or any other documentation as prescribed by Government of India

- Passport

- 6 photographs

- Medical Certificate

- An affidavit/notarised undertaking stating:

*There is no criminal offence registered/pending against you



- *There is no disciplinary case pending against you in the university
- *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCSL Centres
- Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Priya
Designation	Assistant System Engineer-Trainee
Institute Name	Army Institute Of Technology,Pune University, Pune

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Conveyance Allowance	800	9,600
Leave Travel Assistance	850	10,200
Sundry Medical Reimbursement	500	6,000
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nival Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Annexure 2

Regional Offices

<p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p>	<p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore - 560 066 Tel: 080 - 67247000 Fax: 080 - 28410114</p>
<p>Chennai Lead -Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p>	<p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p>
<p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p>	<p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3, Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax: 033 - 6653 0003</p>
<p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p>	<p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p>
<p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 - 66087777 Fax: 020 - 66087107</p>	<p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p>



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

- (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,
- (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).
- (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
- (d) Customer and prospective customer lists, and
- (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

May 09, 2018

Priyanka Yadav,
Dr Sudhir Yadav
S/O Sub Ramchandra Yadav,
Village - Luhana, Post - Luhana,
District - Rewari,
State - Haryana, Pin - 123411

Dear Priyanka,

We are pleased to offer you a position of "Software Engineer" at Josh Software Private Limited.

Acceptance and Commencement

Your appointment will be effective on **2 July 2018**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance as per the directions listed below or we are unable to set an alternative date, this offer will be withdrawn.

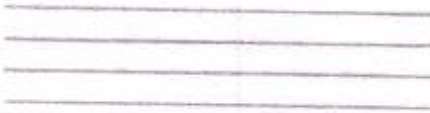
To confirm your acceptance to the offer, you are required to:

- Respond via email to hr@joshsoftware.com to communicate acceptance of the offer and to confirm your joining date. Please note, if you do not send your acceptance to the email ID mentioned above within five (5) days of receipt of the offer, the offer will stand withdrawn.
- Any change to the joining date after acceptance of the offer must be communicated on the above-mentioned email ID at least three (3) days prior to the joining date.

Your employment will be contingent upon you executing an Employment Agreement, and Employee Non-Disclosure Agreement with the Company on the joining date.

On the date of joining, please bring the following documents for verification / submission:

1. Original and copies of educational certificates and mark sheets.
2. Original & copy of your passport
3. Three passport size photographs
4. Original and copies of Aadhar and PAN Card



Your appointment is subject to satisfactory reference checks and clearance from any secrecy / service agreements that you may have executed, which could have a bearing on your working with us.

This letter of offer is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

Any disputes arising out of this letter shall be governed by and construed in accordance with the laws of India.


Your annual package is **INR 6,80,000/-** (Six lakhs Eighty Thousand Only) which includes your take home salary of **INR 40,000/- per month** (Forty Thousand Only) along with additional benefits like medical insurance, compensated lunch, conference budget, conference swags, company outings and parties etc. The professional fees will be subject to tax deduction at source on taxes prevailing during the period.

Please sign this offer letter and return it to us as a confirmation of your acceptance. By signing this offer letter, you represent and warrant to the Company that you are under no contractual commitments, including without limitation subject to non-competition restrictions or similar type of restrictive agreements, inconsistent with the obligations to be undertaken with the Company.

Should you have any questions, please feel free to call us at +91 8552026633 or send us an email at hr@joshsoftware.com. We look forward to your becoming a part of our team.

Sincerely,
For Josh Software Private Limited

I ACCEPT


Sethupathi Asokan
Director



Signature:
Name :
Date :

HASHMAP TECH INDIA PVT. LTD.
(WE PROVIDE BIG DATA & HADOOP SOLUTIONS)

TAN Number AMRH11871G PAN Number AADCH7743M

Reference No: HR/Recruitment/20/2017

Dated: 16 August 2017

To

Pushpender Singh
C/O AIT, Dighi Hills
Pune (Maharashtra) 41015

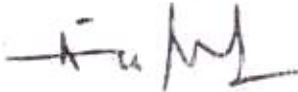
Subject: Offer Letter for Employment

Dear Pushpender,

1. We are pleased to offer you the position of "Trainee Developer Big Data/Hadoop" in the Big Data and Hadoop domain, as per the terms and conditions discussed with you.
2. You shall receive monthly compensation of Rs. 33300. Thereafter your salary shall be revised as per the Company's policy. The formal appointment letter, describing your salary break up according to your efficient tax management needs, terms and conditions of your employment and the policy of the Company shall be handed over to you on the day, you join the company.
3. You shall join the Company on or before 1st June 2018 at our Pune office located at Plot No 44, Rajiv Gandhi IT Park Phase 1, MIDAS Tower, Hijawadi, Pune 411057. This offer shall be valid till 8th June 2018 and should you not join this Company by this date, this offer would stand cancelled.
4. You shall submit the following documents online, if not submitted earlier, to enable us to complete the joining formalities:-
 - a) Letter of acceptance of employment quoting firm date of joining.
 - b) Copies of adhaar card, passport, pan card and ration card /electricity/utility bills/driving license to serve as ID and address proofs.
 - c) Copies of your birth certificate, educational certificates of secondary and senior secondary examinations and the degree certificates with copies of marks sheets.
 - d) Copies of relieving and experience letters from your previous employer.
 - e) Declaration of your total income earned or to accrue during the current financial year on IT Form 12, showing income earned from previous employer or income earned from other sources and the tax saving investments planned during the year such as LIC policies, house rent to be paid, housing loan if any with account No and name of the bank who lent housing

loan, tuition fee to be paid if any, telephone bills to be paid during the year, IT already paid during the current financial year; etc. Please note that in case of HRA, medical reimbursement and telephone bills, the tax exemption shall be allowed only on receipt of actual payment receipts.

- f) The last salary slip issued by your previous employer for income tax recovery purposes.
 - g) Three passport size photographs.
 - h) Your blood group and the name and address of contact person to whom to contact while in distress or any emergency.
5. With profound regards and best wishes.



Amrik Singh
Director Hashmap Tech India Pvt Ltd
Contact Number 9417319008

Sandeep Singh, you are signed in.

[My Job Basket \(0 items\)](#)

[My Account Options](#)

[Sign Out](#)

[JOB SEARCH](#) [MYJOBPAGE](#) [MY MESSAGES](#) [OFFERS](#)

Offer has been accepted



10 May 2018

To,

Sandeep Singh

005H ARMY INSTITUTE OF TECHNOLOGY

ALANDI ROAD

DIGHI HILLS

PUNE

411015

Dear Sandeep

Congratulations!!!

With reference to your application, exploring career opportunities with us and your subsequent discussions, we are pleased to offer you employment with HSBC Software Development (India) Private Limited, (herein after referred to as "HSDI") with a commencement date of 4 July 2018.

Please report to the on-boarding personnel on 4 July 2018 at 09:00 AM at

HSBC Software Development (India) Private Limited

Pune Business Bay, Tower B, Wing 2, Airport Road,
Yerwada, Pune – 411006

Kindly note that this offer is valid only subject to positive clearance of your Back Ground Verification process and no adverse findings arising under any of the pre-employment verification checks on behalf of HSDI, I would like to extend to you, a warm welcome and wish you a professionally rewarding career with our organization!

In course of your employment with the Company, you are required to perform services for the Company in adherence to the company's rules and regulations set forth through various policies.

DESIGNATION

You shall be designated as Trainee Software Engineer.

LOCATION, TRANSFER AND DEPUTATION

TRANSFERABILITY:

Your employment can be transferred by the Company in such capacity or to such department/branch as the Company may determine, from time to time, anywhere in India or abroad whether at the Company's premises or that of its customers/clients, as per the business needs of the Company. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises and will be subjective to the law of the land. Such transfers will not automatically create any rights to a revision in your salary or result in any modification to the other terms and conditions of your employment.

PROBATION AND CONFIRMATION

You shall be on probation for a period of three months and subject to satisfactory performance, your services shall than be confirmed. At the end of the probation period, you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by the Company. Alternatively, if at any time during the probationary period, your performance is not deemed 'satisfactory', the company may choose to extend your probationary period. In all such instances, you would be notified by your manager. During such period, you will be placed under a 'Performance Improvement Plan' (PIP) wherein, we would provide you the opportunity to come up quickly on your performance. If the suitability of performance is not established, then HSDI reserves the right to terminate your employment, as set out in 'Cessation of employment' section below.

HOURS OF WORK

Your working week will consist of 45 working hours (including breaks) per week. Your weekly day off need not necessarily be on Sundays. Working hours will be as per the company's working hours policy as published from time to time.

SHIFT WORKING

The company may at any time on issuance of one month's prior notice in writing require you to work on a shift basis. In such circumstances, you will be allocated to an appropriate roster. You may require to be working in shifts as required from time to time

ADDITIONAL HOURS

The company aims to ensure that persistently working extra hours is avoided. However, occasions may arise when you may be required to work beyond your normal hours.

RETIREMENT

Normal retirement in the company is at age 60. Your employment will terminate automatically at the end of the month in which your 60th birthday occurs, unless you are otherwise advised by individual notice. You may also be retired earlier if found to be medically unfit by the company doctor.

COMPENSATION DETAILS

Sr.No.	Description	Monthly (INR)	Annual (INR)
1	Basic	21733	260,796.00
2	Flexible Allowance Package	32600	391,190.00
A.	Fixed Pay (Sum of 1 and 2)	54333	651988
3	Provident Fund @ 12% of Basic		31296
4	Gratuity		16,718.00
B.	Retiral Benifits (Sum of 3 and 4)		48014
C.	Fixed Pay + Retiral Components (Sum of A and B)		700,000

Salary payments will be made on the 28th of each calendar month and is subject to Income Tax and other statutory deductions as applicable from time to time. In the event 28th is a company declared holiday or a weekend then the salary would be processed a day prior to that date. Your salary will be paid into an account, maintained in your name with Hong Kong and Shanghai Banking Corporation Limited (HSBC Bank). If you already have an account with HSBC Bank, please provide us with details upon joining.

DISCRETIONARY VARIABLE PAY

Such pay is purely discretionary in nature, which is based on individual's performance, HSBC Group, HSDI performance and prevailing market conditions. To be eligible for a discretionary variable pay the employee must be on the payroll and should not be serving notice period during this time of payouts.

DEDUCTIONS FROM PAY

When your employment ends, if the number of days annual leave you have taken exceeds your pro-rata entitlement for the holiday year, an appropriate deduction will be made from your final pay.

Any leave balance outstanding in your name may be encashed subject to the discretion of the management.

If you are summarily dismissed, or leave the company without giving due notice under your contract of employment, your entitlement to holiday pay ends with the date of termination.

STATUTORY DEDUCTIONS

For the purposes of offer letter, "Statutory Deductions" means appropriate tax and any other applicable statutory deductions.

Provident Fund

As an employer, we have to adhere towards monetary contribution towards Statutory Compliance as notified under Employee Provident Fund (EPF) and Miscellaneous Provisions Act, 1952. Hence, as per the EPF Statutory payments requirement, an amount reflecting in your compensation structure is paid by the company toward employer' contribution, (which is 12% of your basic salary) and an equivalent amount, as your contribution, would be deducted from your remuneration each month

Gratuity

As per Statutory Compliance requirement the company shall make contributions on your behalf towards the HSDI Gratuity Scheme. This contribution can only be en-cashed upon separation from the company the Gratuity Act 1972; therein.

ANNUAL LEAVE

You will be entitled to 25 days of leave in a calendar year. In addition, you will also be entitled to public holidays, approved by the Company. Your annual leave for the first and last year of service will be pro-rated according to your employment commencement date and end date respectively. From the above entitlement, you are mandated to avail a minimum of 10 consecutive days as 'Core Leave', wherein you are required to be out of office in a single tranche. In the event that you join HSDI, during the course of the calendar year, both your annual leave entitlement as well as the minimum requirement for core leave will be pro-rated, in accordance with the company' policy. You should avail all your leave entitlement for the year, within the same calendar year. Annual leave which is not used in the year it is accrued, may only be carried forward into the following calendar

year, strictly in accordance with the Company's prevailing policy. For specific queries on any other type of leave available, please refer to the leave policy upon joining.

ABSENCE FROM WORK

No salary will be paid for periods of unauthorised absence. Subject to you following the absence rules laid down by the company, normal pay will be continued during periods of authorised absence due to sickness, subject to any service criteria that may exist from time to time.

TRAINING

During your tenure of employment with HSDI, if you are provided with training program including technical certifications for enhancing your professional knowledge and capabilities, then you are required to continue with the employment with HSDI for at least a period of 12 months from the date of completion of such training/s; unless HSDI waives such requirement at its discretion. In case of failure on your part to comply with this requirement as aforesaid, for whatsoever reasons, you will be liable to refund to HSDI, the expenses incurred towards the training/s which liability will be a charge on all dues payable to you by HSDI. Specific to specialized training and in the event there is a prevailing service binding consented by you, then you would be liable to this 'Service Binding Policy'; unless HSDI or its management chooses to waive off such requirement at its discretion.

RULES AND REGULATIONS

HSDI, a member of the HSBC Group, is a business based on integrity and mutual trust. In order to maintain and safeguard the trust and confidence of customers and the public certain ethical principles and standards of conduct have to be maintained.

During the term of your employment with the Organization, you may also be subject to the same / similar / other background verification checks being repeated at such intervals as may be determined solely by HSDI. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including termination of employment.

In addition to any requirement under the Code of Conduct, you are also required as a condition of continued employment to disclose to HSDI immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and / or being declared bankrupt during the course of your employment. Failure to disclose such information to the Bank as soon as practicable after the occurrence of such an event may result in disciplinary proceedings up to and including termination.

Other specific rules and regulations that may apply in your place of work will be available to you immediately after commencement of your employment. These may be altered or modified from time to time by notice to you or by Company Circular.

HSBC CONFIDENTIAL (COMPLIANCE DISCLOSURE LINE)

As an employee of HSDI or any of its Group affiliates, you are free to use the HSBC Confidential (Compliance Disclosure Line) and an email facility to report instances of malpractice in relation to all Group businesses or to submit relevant complaints in writing to the Head of Financial Crime Compliance and Head of Regulatory Compliance.

CONFIDENTIALITY AND SECRECY:

You will not utilize or divulges to any person, firm or body corporate, without the approval of the appropriate authority of the Company, such technical or commercial information and knowledge about the business, trade secrets, knowledge about Intellectual Property manufacturing process etc., of the Company, which you may acquire during the course of your employment. You will be required to sign the Confidentiality and Non-use Agreement with the Company separately.

The term "Confidential Information" used in this appoint letter shall mean any information, including but not limited to ideas, discoveries, operations, technical procedures, designs, methods, processes, practices, marketing plans, strategies, product information, manufacturing methods, presentations, reports, documents, data, programs, patents, compilations, customer information, financial information, business information, know-

how and such other information, which is disclosed to you by the Company orally or in writing or which comes to your knowledge in any manner by virtue of your employment in the Company.

Exclusions:

"Confidential Information" shall not include:

- The information which is in the public domain or
- The information which is lawfully obtained or available from a third party without any obligation of confidentiality and without breach of this Agreement: or
- The information, which was already known to you and has been received from a source other than the Company.

The term " Intellectual Property" shall mean any invention, discovery, work of authorship, creation, design, improvement and so on capable of being protected or in the process of being protected or protected as Patents, Trade Marks, Copyrights, Trade Secrets and other types of Intellectual Property which is invented, discovered or created by you as an employee of the Company.

You hereby acknowledge that you will have access to Confidential Information of HSBC as an employee of the Company but not use for your benefit or disclose any confidential Information during the term of your employment with the Company or thereafter. You may use the Confidential Information only for the purpose of performing your duties or carrying out your obligations for the Company.

You shall be hereby agree that Confidential Information as per Non-Competition, Non-solicitation, Proprietary and Confidential Information and Developments Agreement failing which you shall be terminated of your employment.

Any Intellectual Property invented, created or generated by you, alone or jointly with others, during the period of your employment with the Company which is invented, created or generated in the course of normal or special duties assigned to you and applicable to the business of the Company shall be owned solely and exclusively by the Company.

You shall disclose the information about any Intellectual Property promptly and completely to HSBC and shall, during the period of your employment with the Company and at any time thereafter:

- (i) Execute all documents requested by the Company for vesting in the Company, the entire right, title and interest in and to the Intellectual Property.
- (ii) Execute all documents requested and required by the Company for acquiring Intellectual Property and
- (iii) Give the Company all assistance it may reasonably require, in order to obtain, maintain and protect the Company's right in the Intellectual Property.

You shall not use Confidential Information or Intellectual Property of a third party during the course of your employment with the Company unless you are permitted in writing by the Company. You shall take reasonable measures and exercise best efforts to avoid infringing third party's Intellectual Property during the course of employment with the Company.

NON-COMPETE AGREEMENT:

Recognizing that the various items of information are special and unique assets of the Company, you agree and covenant that during the term of your employment with the Company and for a period of one year following the termination of your employment, whether such termination is voluntary or involuntary, you will not directly or indirectly engage in any business competitive with the Company. "Directly or indirectly engaging in any business competitive" includes, but is not limited to, (i) engaging in a business as owner, partner, advisor, consultant, contractor, director, office bearer or agent, (ii) becoming an employee of any third party that is engaged in such business and introduced to you by the Company directly or indirectly, (iii) becoming interested directly or indirectly in any such business, or (iv) soliciting any customer of the Company for the benefit of a third party that is engaged in such business. You also agree not to solicit, direct, or take away any of the employees of the Company, nor actively encourage any employee of the Company to leave his or her employment.

DUAL EMPLOYMENT

During your employment with HSDI, you shall devote the whole of your time, attention, and ability, to the business and affairs of the Company, and shall use your best endeavours to promote the Company's interests. You shall not in the course of employment with HSDI, without the previous written consent of HSDI engage in any dealing, business, soliciting, commercial activities directly and/or indirectly, with other organizations,

institutions, person/s, bodies corporate, or engage into collection of aid, funds, grants, soliciting donations for any Non-Governmental Organization, Trust, etc.

PERSONAL DATA

Data relating to your job application and as an employee of HSDI, will be held on a Global HR database. Such data will be processed for human resources administration purposes. Access to the system and your personal data will be restricted and controlled to respect your privacy and ensure your personal data is not shared without proper authorization or shown to unauthorized people. Vide acceptance to this offer letter; you consent to the above arrangements.

SECRECY

As a condition of employment, all employees are required to sign and return the company's Declaration of Secrecy Agreement that pledges confidentiality on all business matters appertaining to the HSBC Group, its subsidiaries, the company, and its customers. You are required to acknowledge a copy of the same and return on the day of joining.

UNAUTHORISED SOFTWARE AND SYSTEMS ACCESS

You are required to sign a declaration concerning the company's rules on the above. A copy is enclosed with this letter for signature and return.

Data Protection

Under the company's policies, all employees have a responsibility to ensure that computerised data is accurate and is kept secure. Unauthorised disclosure of personal data is a serious offence and can result in prosecution.

Therefore, you must ensure that you:

- do not disclose personal data without authority
- do not access information or systems not directly relevant to each task

- do not treat personal data carelessly
- lock all printouts away when not in use
- do not disclose your computer password to any unauthorised person.

Many employee details are maintained on a computerised database. A copy of your details will be forwarded to you from time to time and, in accordance with company policies a copy will be made available on written request.

Under the company's policies, it is important that the company's restricted or highly restricted personal records are maintained as accurately as possible. You must notify the company in writing of any change in your personal circumstances, such as your address, marital status, birth of children, attainment of professional qualifications, and so forth.

NOTICE OF CESSATION OF EMPLOYMENT

Cessation of Employment:

During your probation period, you can cease the employment by giving one month's notice or one month's salary in lieu of such notice. Upon confirmation of your services, you can cease the employment by giving two months' notice in line with your GCB grade.

Termination of Employment:

During your probation period, your employment may be terminated by giving one month's notice or one month's salary in lieu of such notice. Upon confirmation, your employment may be terminated by giving two months' notice or two month's salary in lieu of such notice. Your employment may be terminated if you are found guilty of committing any breach of the rules & regulations as laid down in the code of conduct in line with the disciplinary policy of the Company or if your conduct is detrimental to the interests of the company, then without any notice or payment in lieu thereof.

RIGHT OF THE COMPANY

The Company reserves the right to change any terms and conditions related to employment, mentioned in the Offer Letter and the Rules and Regulations governing the conduct of the employee in the Company. The

Company reserves the right to amend, change, alter, or modify any of the above terms and conditions of this offer letter, as may be required under any applicable regulatory requirements, applicable legislation and Rules and Regulations governing the conduct of the employee in the Company.

ACCEPTANCE

Please sign and return a copy of this appointment letter, signifying your acceptance to the terms and conditions enunciated above.

We look forward to your joining the HSDI team and wish you a challenging and rewarding career with HSDI.

Name : Sandeep Singh

I Accept



Signature

Date : 10 May 2018

Date of Joining :

Note: "This is a computer generated letter and hence no signature is required"

6/1/2018

HSBC Careers

Offer electronically accepted by: Singh, Sandeep

Offer electronically accepted on: 11-May-2018 22:17

Offer electronically accepted from: 49.14.82.108

Date: 20/10/2017

Dear Sandeep Singh,

Sub: Offer letter

Warm WELCOME to KPIT Family!

We are excited to have you as a part of **KPIT Technologies Ltd.** ("Company") and we believe that you can use your skills and talent in making our company reach new heights.

Welcome onboard new buddy!

Our goal At KPIT:

To achieve a leadership position in our business by becoming the 1st choice of our customers.

People are what make this industry tick. Then be it senior managers, key decision makers, or fresh out-of-college graduates. In fact many of our present top performers started out in KPIT as trainees, who have over the years grown into leaders and tech experts!

We truly believe that you would prove to be an asset to KPIT Family.

With reference to the discussions that we had with you, we are pleased to offer you a position of **Trainee** in **KPIT Technologies Ltd.** ("Company").

Your compensation package will be as below –

S.No.	Amount	Details
1)	INR. 5,50,000 PA	Upon Successful Completion of KPIT Elective (If Applicable).

Please note that, all statutory deductions as may be applicable, will be effective from the date of joining. You are required to produce the supporting documents of investment proofs in order to get the Income Tax benefit. After joining you may undergo formal training and on-the-job assignments, and successful completion of this training, if applicable is mandatory to continue your employment.



Culture at KPIT!

- KPIT has open door policy which makes the work culture transparent and easy to approach
- It always gives opportunities and challenges beyond your current role to prove yourself and achieve greater heights
- KPIT has an open culture, a great work environment, and offers a sense of belonging to employees, which is conducive to future growth."

- KPIT is the perfect place for someone looking for a challenging, fast growing environment with opportunities to take on bigger responsibilities and learn cross functional skills
- With a relatively flat organizational structure, KPIT encourages innovative thinking and gives everyone a sound hearing, regardless of the seniority of the individual.
- Channelization of raw energy and execution of good ideas is brought in by young employees like you.
- KPIT gives you a platform for new ideas and a lot of innovation is fostered here.
- Gives you an opportunity to discuss ideas with the senior management and be enabled to execute them, at a relatively early stage of your career."

Corporate Social Responsibility (CSR):

Community Contribution is one of the seven core values at KPIT. It has a significant mention in our mission and vision to reflect our commitment towards it.

Few of our CSR Initiatives:

- Chhote Scientists
- Zero Garbage Drive
- Farm Ponds
- One Tree One Child Program
- School Kit Drive

The Dhoom Club:

Where passion comes alive, where a world of awesomeness, away from the drudgeries of mundane work awaits you, where we take fun seriously!

Dhoom caters to a wide variety of interests - **sports, music, photography, art, theatre, treks.**

Get ready to showcase your talent even at Work!



Documents to be produced at the time of joining:

Original & 2 sets of self-attested photo copies to be brought on the date of joining

1. PAN card
2. Copy of DOB (e.g. Driving license/PAN Card/Passport Copy/School Leaving Certificate/Birth Certificate etc.)
3. Permanent Address Proof
4. Bachelor's Degree along with Certificate and Mark sheets - 2 Copies
5. Master's Degree along with Certificate and Mark sheets - 2 Copies
6. Diploma along with Certificate and Mark sheets
7. Secondary and Higher Secondary certificates
8. Previous employer's relieving letter/experience certificate (If applicable)
9. Previous employer's appointment letter (If applicable)
10. Two Photographs (as per US visa specifications 50 x 50 mm, 80% face, white background)
11. Name Change Documents (If applicable)
12. Passport (is not currently a mandatory document as long as we have a photo id)

We welcome you to KPIT Technologies Ltd. and wish you a successful career with us.



Terms and Conditions

Your appointment as a **Trainee** will be subject to the standard terms and conditions as below, as indicated in **Annexure A** and the Policies & Processes of the Company as prevailing from time to time.

1. The structure of the compensation package offered to you will be as per the prevailing Company policy at the time of your joining.
2. You will be required to attend duties as and when required in any shift in existence or which may be started subsequently as per the requirement of the Organisation. It should not be presumed that the scope of your duties is circumscribed or limited by your designation and it should be clearly understood that we reserve to ourselves the absolute right to allot you any type of duties whatsoever consistent with the work requirement and the nature of your employment. On joining you would undergo a rigorous training program (formal training and on-the-job assignments) with us for a maximum period of one year from the date of joining. During this period you will be assessed at regular intervals. In case your performance during training period is not satisfactory, the company has the right to terminate your services with immediate effect without any notice or without any salary in lieu of.
3. Transferability/ Mobility: For fulfilling the Company's business needs from time to time, you may be transferred; assigned and /or deputed, at the discretion of the Company, to any other locations in India or abroad other than your location at the time of your appointment. You will be covered by the Policies, processes and the terms and conditions applicable at the place where you shall be posted / transferred / deputed.
4. The Company can initiate movement of your employment to any other organization for any reason including but not only limited to mergers, movement to joint ventures/ group companies/ sister concerns, divestment, in case of mutual agreement between the Company & customer for you moving to customer's roll etc.
5. Throughout your employment with the Company, you should be medically fit and free from any disease. It will be open for the Company to require you to undergo such medical test as may be determined and in the event, the Company finds it unsuitable for you to be continued on medical grounds; the decision of the Company in that case shall be final and your service will be liable to be terminated.
6. The letter of offer is being issued to you on clear understanding that there is nothing on your past record which would have prevented the management from offering you employment. If however, it is found at any time hereinafter that your past record is objectionable or if any declaration given by you or statement made by you to the Management is false or if you have wilfully suppressed any material information, in such a case you will be liable to be terminated from the services of the company forthwith without any notice or without any salary in lieu of notice.
7. Please bring the documents as listed above (original and 1 set of photocopies) on your date of joining: The joining date and location will be communicated to you in due course and you shall join after the date of joining is duly communicated to you.

8. Conditional Offer:

- The offer is valid subject to:
 - a. Passing of KPIT PACE Assessment (if applicable)
- Your joining in the organization is subject to:
 - a. Completion of degree in stipulated time frame, without keeping any terms/backlog and is eligible for award of degree certificate by the respective University.
 - b. Submission of all the relevant academic certificates / mark sheets

In case at the time of joining the Company OR within a time specified by the Company, the candidate is not able to produce the above documents, the employment will end with immediate effect.

9. Extension in date of joining: Extension in date of joining would be granted on the basis on medical & emergency cases. Any request for extension in joining, should be consulted with the recruiter at least 3 days prior to the date of joining & need to be supported with medical documents. Providing extension is solely at the company decision.

I accept the terms and conditions offered.

Name: Raghesh Nair



Education & Competency Development

ECoDe

IT – 3 Building, 3rd Floor,
Neopro Technologies Pvt. Ltd.
Blue Ridge SEZ Survey No. 154/6, Plot No. 2
Nr. Rajiv Gandhi Infotech Park, Phase I,
Hinjewadi, Pune – 411057

Name (Candidate): _____

Signature: _____

Date: ____/____/20____

Place: _____

Please sign and return a copy of this letter, duly affixing your 'full signature' on the signature block above and 'initials' on the remaining pages along with the Annexure.

ANNEXURE A

1. You are required to maintain confidentiality about the Company's business affairs, techniques, processes, and management, which may come to your knowledge during your employment. The Company shall have Intellectual Property Rights over all products, techniques, processes, patents etc. that you may create or develop in the course of your training period with the Company.
2. You shall be accountable for all Company property and equipment entrusted to you and shall be required to surrender all such property including documents and manuals immediately after completing your training period.
3. You are required to keep the Company informed of any change pertaining to any of the declarations made by you at the time of your interview.
4. Validity: The validity of the offer is subject to you fulfilling all the conditions applied in the recruitment process. This includes successful completion and passing of the PACE Assessment as well as the course in the first attempt (in case result awaited/If Applicable) while/post joining the Company.

5. Leave: You will be entitled to paid leave as per company policy
6. During your engagement with the Company, you shall not engage in any other service, profession or business
7. You will be governed by the Terms & Conditions; Policies & processes of the company as may be applicable from time to time.
8. Retirement: You will retire from services on reaching your 60th birthday as per the proof of age submitted by you on time of joining.
9. Letter of appointment: You will issued a letter of Appointment at the time of your joining after completing joining formalities.
10. Annual & Monthly Compensation Plan

Components	Amount (in INR)
Basic Salary	148,500
House Rent Allowance	74,250
Conveyance	19,200
Monthly Bonus	29,700
Employer's contribution to Provident Fund	17,820
India Allowance	36,500
Flexi Basket*	-
Additional Allowance	224,030
Fixed Compensation**	550,000
Total Target Compensation	550,000
Other Benefits*	11,843
Cost to Company	561,843

Note: All the amount mentioned above are per annum.

* The details for Flexi Basket and Other Benefits Component have been mentioned in Annexure B.

** Fixed compensation is payable subject to adherence of all applicable policies of the organization.

ANNEXURE B

Components	Amount (in INR)
Hostel Allowance	0
Meal Allowance	0
Professional Development Reimbursement	0
Medical Allowance	0
Children's Education Allowance	0
Employer's contribution to NPS	0
Leave Travel Assistance	0
Flexi Basket*	0
Notional Provision for Statutory Gratuity**	7,143
Employer's contribution to Insurance Premium***	4700
Employer's contribution to ESIC	0
Special Benefits	0
Other Benefits	11,843

*You have an option of restructuring your Flexi Basket components from 1st to 15th of the succeeding month of your joining, based on your tax planning (the amounts changed will be adjusted in the Additional Allowance). The amounts under flexi allowance are taxable in case of no supporting receipts or expense bills, except for Meal Allowance.

†Submission of actual bills against your flexi declaration for tax exemption purpose would be done at the end of financial year for which you will receive a communication from HR.

All allowances except for Leave Travel Assistance will be paid on monthly basis while Leave Travel Assistance will be paid on claim basis. Leave Travel Allowance (LTA) can be claimed only after three months of joining the company.

Employer's contribution to NPS will be deducted from your salary on monthly basis and will be paid directly into your PRAN account.

** As per Payment of Gratuity Act.

*** The amount mentioned is an indicative average cost incurred by Company towards Group Medclaim; Group Personal Accident and Group Term Life Insurance premium.

Please do not hesitate to contact us for any queries on (email: Campus@kpit.com)

18.195

June 27th, 2018.

To,
Sanjay Giri,
AIT, Pune.

Subject: Offer Letter for Employment in Saba Software India Private Limited

Dear **Sanjay,**

Further to our discussion we are pleased to make an offer to you for a position in our organization as a **Software Associate**. Your work location will be **Pune**.

The offer has been made to you on the basis of your experience and qualification and parity within Saba and is subject to duly completed reference check and background check as per Company policy.

You will be considered an employee of Saba Software India Private Limited from the date of joining and will be covered by the local employment legislation in India. On joining you will be required to complete the Joining and Compliance formalities of the Company. The employment agreement will incorporate the terms set out below:

Compensation (Details as per Annexure A)

Salary Head	Amount (Rs)
Base Salary	519,748
Retirals	30,252
Gross Salary	550,000

In addition to the above, you will be eligible for non-cash benefits such as Health Insurance, Food, Education Assistance and other benefits as declared by the Company from time to time.


You are required to report on the joining date at 10:00 am to complete the joining formalities. Annexure B contains details regarding office address and contact person at the time of joining. Your expected date of joining is on or before **July 2, 2018**. You are requested to send your confirmation within one week.

We welcome you to Saba and look forward to a long and mutually rewarding association with you.

Yours sincerely,

For and on behalf of
Saba Software India Private Limited


Maitreyee Mitra-Syal
Senior Director-HR


19/07/18

Annexure A

Sr	Earning Head	Amt in Rupees (Monthly)	Amt in Rupees (Annual)
1	Basic (Incl. of DA)	15,000	180,000
2	HRA	7,500	90,000
3	CCA	16,062	192,748
4	Total Taxable Salary	38,562	462,748
	Flexi-basket :		
(a)	Telecommunication reimbursement	2,500	30,000
(b)	Vehicle Running & Maintenance reimbursement	0	0
(c)	LTA	0	0
(d)	Sodexo Meal Card	0	0
(e)	Professional Development	1,250	15,000
(f)	Health Club	1,000	12,000
5	Total Flexi-basket	4,750	57,000
6	Base Salary (Pre-Tax)	43,312	519,748
7	Employer's contribution to Provident Fund	1,800	21,600
8	Gratuity	721	8,652
9	Retirals	2,521	30,252
10	Gross Salary (6 + 9)		550,000
11	Other Benefits		
(a)	Food		13,000
(b)	Health Insurance Plan *		22,000
12	Total Other Benefits		35,000
13	Cost To Company (CTC)		585,000

*Flexi-basket amounts are allocated to the maximum. You can opt to change the amounts at the time of joining.

*Health Insurance

- Family Medical Floater for INR 300,000
- 10% co-payment on all claims
- Personal Accident Insurance Cover for INR 5,00,000
- Life Cover for INR 10,00,000

Taxes will be deducted as per Income Tax rules.



Relocation Reimbursement

You shall be entitled for reimbursement of **INR 25,000** if the work location is not the same as city of residence. The terms and conditions will be as per our relocation policy .You are expected to complete tenure of One Year from the date of joining failing which the same amount has to be refunded back to the company.

Loyalty Bonus

- You shall be entitled for a loyalty bonus of **INR 50,000**. This amount will be payable to you after you successfully complete one year of fulltime employment with us.

Taxes will be deducted as per Income Tax rules.

Annexure B

Location of Joining

Saba Software India Pvt. Ltd
7th Floor-B2, Cerebrum IT Park,
Kalyani Nagar, Pune,
Maharashtra 411014
Tel: + 91 20.4850.7000

Contact Person: Mukti Bhagtani

Documents Required at the time of joining

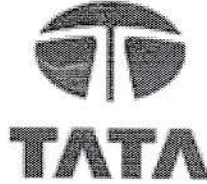
Academic Related Certifications /Medical Fitness /Photographs

- Copies of all Mark Sheets and Passing Certificates from SSC till Graduation /
 - Post-graduation / Professional Certifications
 - Certificate showing proof of age (School leaving/Birth certificate OR PAN Card)
 - Certificate of fitness from a registered medical practitioner/ doctor
 - Photographs (2 Nos.) - Stamp size or passport size colored photograph
 - Relieving letter from the immediate previous employer
 - Experience / Service certificates from all previous employers
 - Copy of Pay Slip / Proof of Salary Drawn at last employer
 - Letter of Appointment from last employer
 - Photocopy of Passport
 - Photocopy of PAN card
-

Saba Software India Pvt. Ltd. | Cerebrum IT Park B2 | 7th Floor | Kumar City | Kalyani Nagar | Pune - 411014 | India
tel: +91 20 48507000 | www.saba.com

Regd. Off. | 506 | 5th floor | C wing | "Trade Star" | Andheri Kurla Road | JB Nagar | Andheri East | Mumbai | 400 059 | India
tel: +91 22 66977222 | fax: +91 22 66978087 | www.saba.com

CIN NO.U99999MH1999PTC117948



Offer: Computer Consultancy
Ref: TCSL/CT20161977028/Pune
Date: 08/09/2017

Mr. Sanjay Giri
022-G,Nbh,Army Institute Of Technology Dighi Hills, Alandi Road,
Dighi Hills,
Pune-411015,
Maharashtra.
Tel# -

Dear Sanjay Giri,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20161977028

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

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04-Dec-17

Sankalp Nigam
Pune

Dear Sankalp

Thank you for your interest in Veritas Technologies LLC. Veritas is a global leader in infrastructure software, enabling businesses and consumers to have confidence in a connected world. We help customers protect their infrastructure, information, and interactions by delivering software and services that address risks to security, availability, compliance and performance. We are headquartered in Mountain View, California and have operations in over 40 countries. More information about Veritas is available at [\[www.veritas.com\]](http://www.veritas.com). Veritas Software Technologies (India) Private Limited is a subsidiary of the Veritas Technologies LLC and is incorporated under the Companies Act, 1956 having its registered office address at EON Free Zone, 0-05 Floor, Wing 4, Cluster A, Plot No 1, Survey No 77, MIDC Knowledge Park, Kharadi, Pune-411014 ("the Company").

Contract of Employment

On behalf of the Company, we are pleased to appoint you as Associate Software Engineer on the following terms and conditions:-

- Emoluments:** Your salary plan is as detailed in Annexure. All payments made pursuant to this agreement or any bonus plan or otherwise will be subject to the deduction of tax at source as applicable. **Annual Incentive Plan** Based on your position, you are eligible to participate in the Annual Incentive Plan, an incentive program that rewards achievement of Veritas Technologies LLC's financial objectives as well as your individual performance. Under the current program, your annual incentive target will be 7% of your annual base salary, prorated based on your date of hire. Depending on the company's performance and your individual performance, your actual incentive award may be higher or lower. To receive the award, you must satisfy the requirements of the Program, which will be available to you after you begin your employment. To be eligible to participate in the Annual Incentive Plan for fiscal year 2018, you must begin your employment on or before December 29, 2017. If you begin your employment after this date, you will start participating in the Annual Incentive Plan effective fiscal year 2019
- Work Location:** Your place of work will be Pune. You may be required to work in other offices and locations from time to time. In addition, you may be required to work on the premises of any of the Company's or Group Companies' customers, suppliers, clients or associates whether in India or abroad. The Company reserves the right to transfer your services to any other location anywhere in the world.

3. **Date of Joining:** Your expected date of joining should be 02-Jul-18 or earlier. If you are unable to join by this date please contact your Veritas recruiter immediately.
4. **Duties and Responsibilities:** You shall perform the duties and responsibilities as set by the Company and that are consistent with your position within the Company. You must act in the best interests of the Company, service faithfully and diligently and comply with all legal requirements of the Company, applicable to you and all lawful directions issued to you by the Company from time to time. If you work for the Company full time, you agree that you shall not at any time during the term of this Agreement, without the prior written consent of the Company, be engaged, employed, concerned or interested, directly or indirectly, in any other employment, business or occupation that may conflict with your duties to the Company.
5. **Confidentiality:** You are required to maintain total confidentiality as regards the contents of this Agreement and you should not disclose the same to anybody. As a condition of employment at the Company, you will be expected to sign the Confidentiality and Intellectual Property Agreement which forms part of your contract of employment with the Company. The Company has appointed you based upon your background, experience, general skills and abilities and not because of your knowledge of your current employer's or any previous employer's trade secrets or other company specific information. In this regard, you should also be extremely careful not to bring to the Company any documents or other materials in tangible form belonging to or acquired from any current or prior employer.
6. **Previous Employment:** If you are employed, you are expected to join the Company only after your present employer formally relieves you. You are required to submit the relieving letter from your present employer to the Company. The Company will not be liable for any consequences arising out of any of your previous employments. You hereby agree that you are not subject to any terms or conditions (whether contractual or otherwise) which restrict or may restrict your ability to carry out your duties for the Company or any Group Company.
7. **Background Check:** As a policy the Company conducts a background check of all new employees. This appointment is contingent upon the Company receiving satisfactory results from the background check, which shall include without limitation - interviewing past and current employers and verifying education transcripts. For business requirements, you may also be required to undergo a criminal check. The Company shall have the right to terminate your services without notice or payment in lieu of notice, if the information provided by you at the time of interview or as part of your application or resume is found to be false or misrepresented.

As part of our joining procedure, you will be required to provide details of criminal proceedings, if any have been initiated against you prior to joining the Company. If there are none, you will be required to provide a written declaration stating so.

8. **Working Days, Holidays and Leave:** Your working hours will be 45 per week Monday through Friday, although you may be required to work at such other times as may be necessary for the proper performance of your duties. Your daily working hours, holidays and leave shall be as per the Company policy as amended from time to time.

9. **Notice of termination:**

You will be required to give at least 60 days written notice of termination to the Company. The Company reserves the right to relieve you only at the end of the 60 days' notice period. If you are relieved of your duties before the expiration of your notice period the Company will be entitled to recover from you as 'salary in lieu of notice', an amount equivalent to the shortfall in notice period and/or to deduct such amount from any amounts which may be payable to you by the Company.

The Company, at its sole discretion shall be entitled to terminate your employment by giving you either 2 months' notice in writing or 2 months' salary in lieu thereof. During any period of notice you may be required by the Company, in its absolute discretion not to contact its employees, customers or suppliers, not to attend at your place of work at any time and not to perform any duties for the Company or to perform only such duties, specific projects or tasks as are assigned to you expressly by the Company, for such period and at such place or places (including, without limitation, your home) as the Company deems appropriate, provided that you will be entitled to receive full pay and benefits (excluding any bonus or commission payments) during such period. For the avoidance of doubt, you will remain the Company's employee during any such period and may not carry out any work for any third party. The Company reserves the right to terminate your contract without notice, or pay in lieu of notice, if, after a reasonable investigation, it has reasonable grounds to believe you are guilty of serious misconduct.

10. **Restrictive Covenant:** During the term of your employment and for 6 months thereafter, you will not directly or indirectly solicit, deal with or contact the current or potential customers of the Company or any Group Company.

11. **Retirement Age:** You shall retire from the services of the company on attaining the age of 65 years on the basis of the age submitted by you on the Company Records.

12. **Data Privacy:** You expressly consent to the process (including collection, use, and local and international transmission to databases within the Company's group of companies from time to time or third party contractors storing such data on the Company's behalf) of your personal data. You may request and obtain access to your personal data (where collected), and correct or delete such data (where appropriate). The Company's data privacy authorization is set out in Annexure 1.
13. **Group or Group Company:** For the purposes of this Agreement, the "Group" or "Group Company" means the Company, Veritas Technologies LLC ("**Veritas**"), any subsidiary of the Company or Veritas, any holding company of the Company or Veritas and any subsidiary of such a holding company. The expressions "subsidiary" and "holding company" shall have the meanings given to them by section 4 of the Companies Act 1956.
14. **Applicable Law:** This Agreement shall be governed by and construed in accordance with Indian Law and the parties submit to the non-exclusive jurisdiction of the Courts in Pune, Maharashtra, India.
15. **Severability:** The various provisions and sub-provisions of this Agreement and its Annexes are severable and if any provision or identifiable part thereof is held to be unenforceable by any court of competent jurisdiction then such unenforceability shall not affect the enforceability of the remaining provisions or identifiable parts thereof in this Agreement or its Annexes.
16. **Entire Agreement:** This Agreement, the Confidentiality and Intellectual Property Agreement and the Code of Conduct constitute the entire agreement between the parties about its subject matter. Nothing in this Agreement shall operate to exclude or limit any liability for fraud.

17. **Validity of this Letter:** Please communicate your acceptance of this appointment and the associated terms and conditions within 5 days from the date of issue of this letter after which time this offer will lapse. If you agree to the foregoing terms and conditions of employment with the Company, please indicate your acceptance by signing the acknowledgement below.

Sincerely,
For Veritas Software Technologies (India) Private Limited



Leucadia Milly Sandeep
India HR Lead

Acceptance by the recipient

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this document as a token of my having accepted employment with the company and the terms and conditions set out in this letter.

Date:

Signature:

Name :Sankalp Nigam

04-Dec-17

Prince Kumar
Pune

Dear Prince

Thank you for your interest in Veritas Technologies LLC. Veritas is a global leader in infrastructure software, enabling businesses and consumers to have confidence in a connected world. We help customers protect their infrastructure, information, and interactions by delivering software and services that address risks to security, availability, compliance and performance. We are headquartered in Mountain View, California and have operations in over 40 countries. More information about Veritas is available at [www.veritas.com]. Veritas Software Technologies (India) Private Limited is a subsidiary of the Veritas Technologies LLC and is incorporated under the Companies Act, 1956 having its registered office address at EON Free Zone, 0-05 Floor, Wing 4, Cluster A, Plot No 1, Survey No 77, MIDC Knowledge Park, Kharadi, Pune-411014 ("the Company").

Contract of Employment

On behalf of the Company, we are pleased to appoint you as Associate Software Engineer on the following terms and conditions:-

- 1. Emoluments:** Your salary plan is as detailed in Annexure. All payments made pursuant to this agreement or any bonus plan or otherwise will be subject to the deduction of tax at source as applicable. **Annual Incentive Plan** Based on your position, you are eligible to participate in the Annual Incentive Plan, an incentive program that rewards achievement of Veritas Technologies LLC's financial objectives as well as your individual performance. Under the current program, your annual incentive target will be 7% of your annual base salary, prorated based on your date of hire. Depending on the company's performance and your individual performance, your actual incentive award may be higher or lower. To receive the award, you must satisfy the requirements of the Program, which will be available to you after you begin your employment. To be eligible to participate in the Annual Incentive Plan for fiscal year 2018, you must begin your employment on or before December 29, 2017. If you begin your employment after this date, you will start participating in the Annual Incentive Plan effective fiscal year 2019
- 2. Work Location:** Your place of work will be Pune. You may be required to work in other offices and locations from time to time. In addition, you may be required to work on the premises of any of the Company's or Group Companies' customers, suppliers, clients or associates whether in India or abroad. The Company reserves the right to transfer your services to any other location anywhere in the world.

3. **Date of Joining:** Your expected date of joining should be 02-Jul-18 or earlier. If you are unable to join by this date please contact your Veritas recruiter immediately.
4. **Duties and Responsibilities:** You shall perform the duties and responsibilities as set by the Company and that are consistent with your position within the Company. You must act in the best interests of the Company, service faithfully and diligently and comply with all legal requirements of the Company, applicable to you and all lawful directions issued to you by the Company from time to time. If you work for the Company full time, you agree that you shall not at any time during the term of this Agreement, without the prior written consent of the Company, be engaged, employed, concerned or interested, directly or indirectly, in any other employment, business or occupation that may conflict with your duties to the Company.
5. **Confidentiality:** You are required to maintain total confidentiality as regards the contents of this Agreement and you should not disclose the same to anybody. As a condition of employment at the Company, you will be expected to sign the Confidentiality and Intellectual Property Agreement which forms part of your contract of employment with the Company. The Company has appointed you based upon your background, experience, general skills and abilities and not because of your knowledge of your current employer's or any previous employer's trade secrets or other company specific information. In this regard, you should also be extremely careful not to bring to the Company any documents or other materials in tangible form belonging to or acquired from any current or prior employer.
6. **Previous Employment:** If you are employed, you are expected to join the Company only after your present employer formally relieves you. You are required to submit the relieving letter from your present employer to the Company. The Company will not be liable for any consequences arising out of any of your previous employments. You hereby agree that you are not subject to any terms or conditions (whether contractual or otherwise) which restrict or may restrict your ability to carry out your duties for the Company or any Group Company.
7. **Background Check:** As a policy the Company conducts a background check of all new employees. This appointment is contingent upon the Company receiving satisfactory results from the background check, which shall include without limitation - interviewing past and current employers and verifying education transcripts. For business requirements, you may also be required to undergo a criminal check. The Company shall have the right to terminate your services without notice or payment in lieu of notice, if the information provided by you at the time of interview or as part of your application or resume is found to be false or misrepresented.

As part of our joining procedure, you will be required to provide details of criminal proceedings, if any have been initiated against you prior to joining the Company. If there are none, you will be required to provide a written declaration stating so.

8. **Working Days, Holidays and Leave:** Your working hours will be 45 per week Monday through Friday, although you may be required to work at such other times as may be necessary for the proper performance of your duties. Your daily working hours, holidays and leave shall be as per the Company policy as amended from time to time.

9. **Notice of termination:**

You will be required to give at least 60 days written notice of termination to the Company. The Company reserves the right to relieve you only at the end of the 60 days' notice period. If you are relieved of your duties before the expiration of your notice period the Company will be entitled to recover from you as 'salary in lieu of notice', an amount equivalent to the shortfall in notice period and/or to deduct such amount from any amounts which may be payable to you by the Company.

The Company, at its sole discretion shall be entitled to terminate your employment by giving you either 2 months' notice in writing or 2 months' salary in lieu thereof. During any period of notice you may be required by the Company, in its absolute discretion not to contact its employees, customers or suppliers, not to attend at your place of work at any time and not to perform any duties for the Company or to perform only such duties, specific projects or tasks as are assigned to you expressly by the Company, for such period and at such place or places (including, without limitation, your home) as the Company deems appropriate, provided that you will be entitled to receive full pay and benefits (excluding any bonus or commission payments) during such period. For the avoidance of doubt, you will remain the Company's employee during any such period and may not carry out any work for any third party. The Company reserves the right to terminate your contract without notice, or pay in lieu of notice, if, after a reasonable investigation, it has reasonable grounds to believe you are guilty of serious misconduct.

10. **Restrictive Covenant:** During the term of your employment and for 6 months thereafter, you will not directly or indirectly solicit, deal with or contact the current or potential customers of the Company or any Group Company.

11. **Retirement Age:** You shall retire from the services of the company on attaining the age of 65 years on the basis of the age submitted by you on the Company Records

12. **Data Privacy:** You expressly consent to the process (including collection, use, and local and international transmission to databases within the Company's group of companies from time to time or third party contractors storing such data on the Company's behalf) of your personal data. You may request and obtain access to your personal data (where collected), and correct or delete such data (where appropriate). The Company's data privacy authorization is set out in Annexure 1.
13. **Group or Group Company:** For the purposes of this Agreement, the "Group" or "Group Company" means the Company, Veritas Technologies LLC ("**Veritas**"), any subsidiary of the Company or Veritas, any holding company of the Company or Veritas and any subsidiary of such a holding company. The expressions "subsidiary" and "holding company" shall have the meanings given to them by section 4 of the Companies Act 1956.
14. **Applicable Law:** This Agreement shall be governed by and construed in accordance with Indian Law and the parties submit to the non-exclusive jurisdiction of the Courts in Pune, Maharashtra, India.
15. **Severability:** The various provisions and sub-provisions of this Agreement and its Annexes are severable and if any provision or identifiable part thereof is held to be unenforceable by any court of competent jurisdiction then such unenforceability shall not affect the enforceability of the remaining provisions or identifiable parts thereof in this Agreement or its Annexes.
16. **Entire Agreement:** This Agreement, the Confidentiality and Intellectual Property Agreement and the Code of Conduct constitute the entire agreement between the parties about its subject matter. Nothing in this Agreement shall operate to exclude or limit any liability for fraud.

17. **Validity of this Letter:** Please communicate your acceptance of this appointment and the associated terms and conditions within 5 days from the date of issue of this letter after which time this offer will lapse. If you agree to the foregoing terms and conditions of employment with the Company, please indicate your acceptance by signing the acknowledgement below.

Sincerely,
For Veritas Software Technologies (India) Private Limited



Leucadia Milly Sandeep
India HR Lead

Acceptance by the recipient

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this document as a token of my having accepted employment with the company and the terms and conditions set out in this letter.

Date: 6/12/17

Signature: Prince

Name :Prince Kumar

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ACCOPS

Date: September 21, 2017

PP/OL/2017/28
Offer for Software Trainee

Dear Mr. Satender Kumar,

1. We congratulate you on your selection for the position of **Software Trainee** in our company.
2. You will be on probation for a period of 6 months. During the probation period, your performance will be assessed continually.
3. In case you chose to resign from the company, notice period shall be 15 days while on probation and 60 days after confirmation.
4. Your Annual Total Cost to Company will be INR 600,000/- p.a (INR Six Lakhs Only). The details of compensation are placed at Annexure I.
5. Your Annual Cost to Company and designation will be revisited after you complete your probation period in the company.
6. You are requested to forward photocopies of the following:
 - a. Certificates of academic qualifications – 10th, 12th & Graduation/PG passing certificate
 - b. PAN Card
 - c. Aadhar card
 - d. Relieving/Experience letter from previous company and,
 - e. Duplicate copy of this letter, duly signed by you, as acceptance of the offer.
7. Your employment will be governed by the employment agreement as well as the applicable rules, regulations and policies of the company.
8. Request you to report to our Pune office on or before **June 18, 2018**.
9. For any clarification, you may contact Ms. Garima Sangwan. Her email ID is garima.sangwan@propalmsnetwork.com.


(Vijender Yadav)
Director

Accops Systems Private Limited
Registered Office: C-1104, 11th Floor, Pride Platinum, S. No. 16 Part, Near Pancard Club, Baner, Pune -411045, INDIA,

Tel: +91 9595 277 001 Email: info@propalmsnetwork.com



I, **Mr. Satender Kumar**, accept the above offer as **Software Trainee** in **Accops Systems Pvt. Ltd.** (Formerly Propalms Technologies Pvt. Ltd.).

Signature:

Date:

Place:

Accops Systems Private Limited

Registered Office: C-1104, 11th Floor, Pride Platinum, S. No. 16 Part, Near Pancard Club, Baner, Pune -411045, INDIA,

Tel: +91 9595 277 001 Email: info@propalmsnetwork.com

Annexure I

Component	Monthly CTC	Annual CTC	Remark
Basic	16,667	200,000	40% of Component D
HRA	6,667	80,000	40% of Basic
Transport Allowance	1,600	19,200	
Special Allowance	9,423	113,080	
Reimbursement			
Medical Allowance	1,250	15,000	Tax-free on submission of Proofs
LTA	1,250	15,000	Tax-free on submission of Proofs
Monthly Take Away (A)	36,857	442,280	
Deductions			
PF Employee Contribution	2,000	24,000	Employee's contribution (12% of Basic component)
Professional Tax	200	2,500	Rs. 200 per month except for the month of February and Rs. 300 for the month of February
Monthly Gross Salary (B)	39,057	468,780	
Retiral Benefits (C)			
Gratuity	802	9,620	4.81% of Basic (Non Pay slip Component)
PF Employer Contribution	1,800	21,600	Employer's contribution (12% of Basic component) or INR 1800 whichever is applicable
Gross Pay (B + C = D)	41,667	500,000	
Variable Pay - Personal Performance (E)		100,000	<i>CTC will be reviewed after 06 months i.e. at confirmation</i>
Total Annual CTC (D + E)		600,000	

In addition, you are entitled for the following:

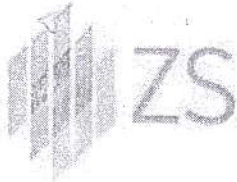
- * Medical Insurance of INR 2400 will be reimbursed on purchase of medical insurance by the employee
- **Group accidental insurance coverage of maximum INR 20 Lakhs

Accops Systems Private Limited

Registered Office: C-1104, 11th Floor, Pride Platinum, S. No. 16 Part, Near Pancard Club, Baner, Pune -411045, INDIA,

Tel: +91 9595 277 001 Email: info@propalmsnetwork.com

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ZS Associates India Pvt. Ltd.
World Trade Center,
Tower 3 Kharadi
Pune - 411014
Maharashtra, India
T | +91 20 6739 5000
F | +91 20 6739 5001
www.zs.com

SALES+MARKETING

CONFIDENTIAL

14 March 2018

Shimila Rudra
C/O Samar Rudra,
B-125, Cr Park,
New Delhi-19.

Dear Shimila:

We are pleased to extend you an offer to join ZS Associates India Private Ltd. ('ZS') as a Business Technology Analyst. We hope that you give this opportunity with ZS serious consideration.

Your joining location at 'ZS' will be driven by business needs that arise closer to your actual joining. We will try to align your joining location preference to the best we can manage however; it could be either Pune or Delhi office. We will confirm joining location closer to the actual joining date.

ZS has a very special culture of collaboration and innovation. We focus our attention on producing client work of outstanding quality, and we share a belief in learning, self-improvement and expertise as a means to achieving that quality.

Salary: Your annual gross salary will be INR 550,000, inclusive of your basic, fixed allowances and provident fund contributions; all associates are paid on the last working day of every month. Details of the compensation break up and office specific benefits will be shared with you closer to your joining after an office location has been finalized for you.

Performance Bonus: ZS associates receive performance bonuses at the end of each year, based on eligible wages earned during the calendar year. In your joining year, this bonus will be up to 10% of your base salary income earned. Your performance and the company's results will determine your incentive compensation. All bonuses are determined at the discretion of ZS, and are subject to all standard withholding taxes.

Emerging Leader Reward Program: The expertise you gain over your tenure is valuable to ZS and we recognize your continued commitment and progression toward becoming a future leader in the firm. ZS rewards this expertise through a tenure-based incentive which begins at your two-year anniversary. Payout details can be found in Appendix 1.

All bonuses are determined at the discretion of ZS, and are subject to all standard withholding taxes.



ZS Associates India Pvt. Ltd.
World Trade Center,
Tower 3 Kharadi
Pune - 411014
Maharashtra, India
T | +91 20 6739 5000
F | +91 20 6739 5001
www.zs.com

SALES + MARKETING

CONFIDENTIAL

14 March 2018

Rakshit Choudhary
C/O Sunil Kumar, Vill.Po-Kumawas,
Teh-Nawalgarh, Distt-Jhunjhunu,
State-Rajasthan, Pin-333707.

Dear Rakshit:

We are pleased to extend you an offer to join ZS Associates India Private Ltd. ('ZS') as a Business Technology Analyst. We hope that you give this opportunity with ZS serious consideration.

Your joining location at 'ZS' will be driven by business needs that arise closer to your actual joining. We will try to align your joining location preference to the best we can manage however; it could be either Pune or Delhi office. We will confirm joining location closer to the actual joining date.

ZS has a very special culture of collaboration and innovation. We focus our attention on producing client work of outstanding quality, and we share a belief in learning, self-improvement and expertise as a means to achieving that quality.

Salary: Your annual gross salary will be INR 550,000, inclusive of your basic, fixed allowances and provident fund contributions; all associates are paid on the last working day of every month. Details of the compensation break up and office specific benefits will be shared with you closer to your joining after an office location has been finalized for you.

Performance Bonus: ZS associates receive performance bonuses at the end of each year, based on eligible wages earned during the calendar year. In your joining year, this bonus will be up to 10% of your base salary income earned. Your performance and the company's results will determine your incentive compensation. All bonuses are determined at the discretion of ZS, and are subject to all standard withholding taxes.

Emerging Leader Reward Program: The expertise you gain over your tenure is valuable to ZS and we recognize your continued commitment and progression toward becoming a future leader in the firm. ZS rewards this expertise through a tenure-based incentive which begins at your two-year anniversary. Payout details can be found in Appendix 1.

All bonuses are determined at the discretion of ZS, and are subject to all standard withholding taxes.



Provident Fund: When you begin employment with ZS, you will be enrolled in a Provident Fund account. The primary objective of this program is to provide long-term financial security for ZS employees, while reducing current tax exposure. Personal contributions to the account of up to 12% of basic salary will be deducted from your gross salary; the firm makes matching contributions to your account.

Gratuity: After you complete five years of continuous service, ZS will pay 15 days' salary for every completed year of service at the time of retirement or separation. The maximum amount payable is governed by the Gratuity Law.

In addition to components of the offer detailing direct compensation described above, this offer also includes elements describing non-cash benefits of employment with ZS. You will be eligible for all of the following benefits as of your start date with ZS. Benefits described are subject to taxes based on the prevailing government guidelines.

Annual Leave, Holidays and Sick Time: We provide 25 days of paid annual leave per year, inclusive of privilege and casual leave, on a pro-rata basis. Any accrued annual leave balance in excess of 10 days is encashed each January. In addition, ZS has designated paid holidays and permits up to seven paid sick days per year.

Insurance: We offer a group insurance plan to cover hospitalization expenses for employees and up to three direct family members residing in the same household. Additionally, ZS pays for an annual Executive Health Check. ZS provides accident insurance and business travel insurance for employees. ZS also provides life insurance coverage in the amount of three times your annual gross salary, with ZS paying these premiums in full.

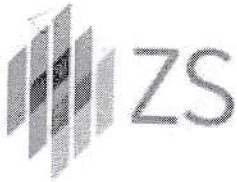
Meals and Transportation: ZS provides meals during regular working hours and based on project needs. ZS also arranges shared daily commute transit for employees within defined geographic zones. For details please refer to Appendix 2.

Broadband access: ZS will provide a broadband allowance of INR 1,500 per month through payroll. We will also reimburse a one-time 'installation charge' of INR 500 against the receipt from your broadband service provider. We expect that you install a high-speed broadband connection at home to enable you to work remotely for project demands, and recommend at least a 2.0 MBPS wired connection. ZS retains the right to conduct random audits to ensure appropriate use of the allowance.

Finally, the following elements of your offer relate to logistics: getting you to ZS and getting you started.

Relocation: We will provide relocation assistance to help you move closer to your ZS office. If you are relocating from another city, ZS provides the following support:

- Upon your arrival, ZS will provide up to 2 weeks (14 days) of temporary guest house accommodation on a twin sharing basis. ZS will direct pay the guest house accommodation.
- ZS will provide a onetime relocation allowance of INR 30,000 to Associates through the second month's payroll. If you do not complete one full year (12 months) of continuous



full-time employment with ZS, then you agree to refund the relocation allowance and the expenses incurred for the accommodation and travel entirely. The relocation allowance is considered taxable income.

If you are relocating within cities, ZS will provide you with a relocation allowance if you wish to relocate closer to the office. For more details, please free to contact Akanksha Jaiswal (Akanksha.Jaiswal@zs.com) if you will be relocating within Delhi or Shweta Bhakre (Shweta.Bhakre@zs.com) or Seema Barage (Seema.Barage@zs.com) if you will be relocating within Pune.

Confidentiality and Employment Agreement: Our work at ZS often involves the use of confidential information of our clients, as well as the development and use of ZS proprietary software and processes. In order for you to start employment with ZS, you will be required to sign the employment agreement. If you have questions regarding this agreement, please do not hesitate to ask.

ZStart and Orientation: New associates who begin employment between ZStart sessions participate in an office-based Orientation program to gain a basic understanding of ZS culture and work. The ZStart Academy program, held several times per year is designed to provide a deeper view of the issues you will solve and the skills you will develop at ZS. Both session provide an excellent opportunity to get to know other new ZS associates.

Start Date and Formalities: We prefer that individuals start employment with ZS on Mondays. Once you accept our employment offer, a Human Resources representative will contact you to finalize a start date.

This offer is subject to verification of original certificates of educational qualifications and other documents listed below. At the time of joining, you are required to bring the following:

- Original certificates of all educational qualifications, each with a photocopy
- Adhaar Card
- Proof of age (Pan Card or Passport photocopy)
- Relieving letter photocopy
- Photocopy of the latest salary slip from your current employer (if employed)
- Two passport-size photographs

We are pleased by the possibility of you starting your ZS career in this position. If you decide to accept this offer, please sign this letter electronically through DocuSign to return it to us. Should you decide not to accept, please decline through DocuSign so that your offer is closed.

Please know that we would like to hear from you regarding your decision as soon as possible. We will consider this offer to be valid until **16 April 2018**.



The elements of this offer are personal and specific to you, and accordingly, we do not consider them appropriate to be shared with colleagues or the general public. All details conveyed in this offer are based on our understanding of your expected completion of degree program, availability and likely start timing. We describe benefits and conditions currently in force as of today and expected to be ongoing at the time you join. If, in the course of your interviews, we solicited references or indicated the need for a background check, this offer is contingent upon successful completion of reference and/or background checks. If you have any questions about any of the elements of this offer, or would like to discuss the job further, please do not hesitate to call me.

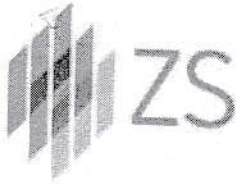
We look forward to you joining ZS and helping ZS (and you!) continue to grow and prosper in the future!

Sincerely,

A handwritten signature in black ink that reads "Tarun".

Tarun Pandey
Office Managing Principal

DocuSigned by:
Signature: Rakshit Choudhary
76EED5DCB09A4B8...
Name as it appears on PAN card or passport: Rakshit Choudhary
Date Signed: 11-Apr-2018



Benefit Details

Convenience Benefits:

- **Local Transportation:** A shared pickup and drop from residence to office for all employees residing within defined zones.
- **Advance toward Home Deposit:** An interest free advance up to INR 75,000 against lease agreement, recovered over a period of 06 months through payroll.

Health and Wellness Benefits:

- **Group Medical Insurance:** A Sum Assured of INR 300,000 for Associates, Associate Consultants and Consultants and INR 400,000 for Managers and above. Employee can nominate up to 3 dependent family members
- **Life Insurance Coverage:** 3 times your annual gross salary
- **Accident Policy:** A Sum Assured of INR 1,000,000
- **Executive Health Checkup:** Annual Executive Health Checkup facility through a leading hospital chain for all employees and their spouses
- **Meals:** Breakfast, Lunch, Dinner and Snacks served in office on all working days
- **Leaves:** 25 days of vacation per calendar year and up to 7 days of sick leave on Pro-rata basis



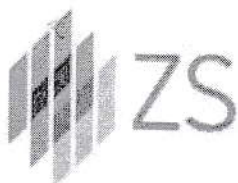
APPENDIX 2

Local Transport Service – Pune

Please find below details related to the daily shared transportation service which is a part of the non-cash benefits.

Local Transport Service	
<p>We have broadly divided the Pune region into 3 zones. Please note that this list, while comprehensive, is by no means exhaustive. If you are planning to relocate to or are currently residing in Pune, we recommend that you find housing ideally within Zone 1 (the preferred locations), or within Zone 2 (other localities some distance away from the office). If you choose to live in one of the Zone 3 localities, you would need to come to the closest "pickup node" by a specific time, and ZS transport would be provided to bring you to the office from this location. This is the current transport arrangement and zoning, however do note that this arrangement may change in the future based on business needs.</p>	
Zone 1: Ideal	Viman Nagar, Kharadi, Lulla Nagar, Wanowrie, Fatima Nagar, BT Kawade Rd., Sopan Baug, WadgaonSheri, Brahma (Majestic, Avenue, Exuberance, Estate, Angan), NIBM Road, Salunke Vihar, Shastri Nagar, Kalyani Nagar, Hadapsar, Salisbury Park, Camp, Koregaon Park and Mundwa
Zone 2: Acceptable	S B Road, Gokhale Nagar, Erandawane, Deccan Gymkhana, Shivaji Nagar, Katraj, Bharti Vidyapeth, Dhankawadi, Bibwewadi, Karve Nagar, Kothrud, Paud Road, Karve Road, Paud Phata, Prabhat Road, Vishrantwadi, Handewadi, Sahakar Nagar, Mukund Nagar, Shaniwar Peth, Mandai and Shukrawar Peth
Zone 3: No Service	Bhosari, Dhanori, Pimple Saudagar, Pimple Gurav, Old Sanghvi, Sus Road, Pashan Road, Bavdhan, Warje, Dhayari, Narhe, Sinhagad Rd., Phursungi, Nigdi, Akurdi, Chinchwad, Pimpri, Thergaon, Wakad, Balewadi, Baner and Aundh

For more details on the transportation guidelines, please feel free to contact Mark Gaikwad (mark.gaikwad@zs.com) from the transport team.



Local Transport Service - Delhi

Please find below details related to the daily shared transportation service which is a part of the non-cash benefits.

Local Transport Service	
<p>We have broadly divided the New Delhi region into 3 zones. Please note that this list, while comprehensive, is by no means exhaustive. If you are planning to relocate to, or current reside in, New Delhi, we recommend that you find housing ideally within Zone 1 (the preferred locations) or within Zone 2 (other localities some distance away from the office). If you choose to live in one of the Zone 3 localities, you would need to come to the closest "pickup node" by a specific time, and ZS transport would be provided to bring you to the office from this location.</p>	
<p>Zone 1: Ideal</p>	<p>Entire Gurgaon region</p>
<p>Zone 2: Acceptable</p>	<p>South Delhi, Central Delhi, West Delhi and East Delhi Locations</p> <p>The following areas will not be considered to be part of this region: Anand Parvat, Sadar Bajar, Darya Ganj, Chandini Chowk, Sabji Mandi, Chawdi Bazar, Pahad Ganj, Jama Masjid, Jahangir, Puir, Adarsh Nagar, Model Town, Timar Pur, Mukharjee Nagar, Kingsway Camp, Wazir Bad, Wazir Pur, Buradi, Narela, Samay Pur Badli, Rithala, Nangloi, Mangol Puri, Bhajan Pura, Sarai Kale Kha, Yamuna Vihar, Dilshag Garden, Shahadra, Gandhi Nagar, Seelam Pur, Krishna Nagar, Geeta Colony, Shastri Nagar, Seema Puri, Loni Road, Suraj Mal Vihar, Jhil Mil Colony, Mundka, Karawal Nagar, Dayal Pur, Sonia Vihar, Vivek Vihar, Jagar Puri, Madan Pur Khadar, Sarita Vihar, Badar Pur, Jasola Vihar, Taj Pur, Meetha Pur, Tuglaka Bad, Azad Pur, Ballabh Garh, Bahadur Garh, Najafgarh, Rewari, Tawdu, Sohna, Manesar.</p>
<p>Zone 3: No Service</p>	<p>Noida, Gaziabad, Faridabad or other areas not covered in the Ideal and Acceptable zone</p>

For more details on the transportation guidelines, please feel free to contact Gautam Negi (gautam.negi@zs.com) from the transport team.

HASHMAP TECH INDIA PVT. LTD.
(WE PROVIDE BIG DATA & HADOOP SOLUTIONS)

TAN Number AMRH11871G PAN Number AADCH7743M

Reference No: HR/Recruitment/21/2017

Dated: 16 August 2017

To

Shubham Sharma
C/O AIT, Dighi Hills
Pune (Maharashtra) 41015

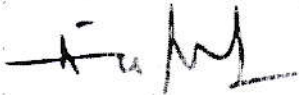
Subject: Offer Letter for Employment

Dear Sharma,

1. We are pleased to offer you the position of "Trainee Developer Big Data/Hadoop" in the Big Data and Hadoop domain, as per the terms and conditions discussed with you.
2. You shall receive monthly compensation of Rs. 33300. Thereafter your salary shall be revised as per the Company's policy. The formal appointment letter, describing your salary break up according to your efficient tax management needs, terms and conditions of your employment and the policy of the Company shall be handed over to you on the day, you join the company.
3. You shall join the Company on or before 1st June 2018 at our Pune office located at Plot No 44, Rajiv Gandhi IT Park Phase 1, MIDAS Tower, Hijawadi, Pune 411057. This offer shall be valid till 8th June 2018 and should you not join this Company by this date, this offer would stand cancelled.
4. You shall submit the following documents online, if not submitted earlier, to enable us to complete the joining formalities: -
 - a) Letter of acceptance of employment quoting firm date of joining.
 - b) Copies of adhaar card, passport, pan card and ration card /electricity/utility bills/driving license to serve as ID and address proofs.
 - c) Copies of your birth certificate, educational certificates of secondary and senior secondary examinations and the degree certificates with copies of marks sheets.
 - d) Copies of relieving and experience letters from your previous employer.
 - e) Declaration of your total income earned or to accrue during the current financial year on IT Form 12, showing income earned from previous employer or income earned from other sources and the tax saving investments planned during the year such as LIC policies, house rent to be paid, housing loan if any with account No and name of the bank who lent housing

loan, tuition fee to be paid if any, telephone bills to be paid during the year, IT already paid during the current financial year; etc. Please note that in case of HRA, medical reimbursement and telephone bills, the tax exemption shall be allowed only on receipt of actual payment receipts.

- f) The last salary slip issued by your previous employer for income tax recovery purposes.
 - g) Three passport size photographs.
 - h) Your blood group and the name and address of contact person to whom to contact while in distress or any emergency.
5. With profound regards and best wishes.



Amrik Singh
Director Hashmap Tech India Pvt Ltd
Contact Number 9417319008