

ARMY INSTITUTE OF TECHNOLOGY, DIGHI, PUNE

SUMMARY OF APPOINTMENT ORDERS OF OUTGOING STUDENTS YEARWISE

DEPARTMENT NAME : Mechanical

YEAR : 2015-16

Sr No	Name of the Student	Placed Company Name	Appt Order Page no.
1	Deepak Papola	Kone Cranes	01-01
2	Mandeep	Kone Cranes	02-02
3	Bhanupratap	Kone Cranes	03-03
4	Rohit Chauhan	Kone Cranes	04-04
5	Ashutosh Thakur	SABA Software	05-07
6	Nivedita Datta	Principal	08-11
7	Ravi Kumar	Hettich India	12-13
8	Rilif K Chandrakant	ZS	14-20
9	Bunti Rana	SCHAEFFLER	21-22
10	Pawan Kumar Singh	SCHAEFFLER	23-24
11	Rohit Kumar	TATA Technologies	25-25
12	Krishanan Kumar	TATA Technologies	26-26
13	Eshan Tripathi	TATA Technologies	27-27
14	Abhay Kumar Pandey	TATA Technologies	28-28
15	Devesh Kumar Gour	FMC Technologies	29-34
16	Swant Singh	FMC Technologies	35-40
17	Niraj Kumar	FMC Technologies	41-48
18	Sunil	CAPITALVIA GLOBAL	49-50
19	David Valentine	Hero	51-52
20	Rohit Kumar	amdocs	53-60
21	Gauhar Iqbal	HYUNDAI Construction	61-61
22	Chandra Prakash	HYUNDAI Construction	62-62
23	Vivek	SELORE	63-63

2016

Sandeep Joshi <sandeep.joshi@konecranes.com>

Fri 15-Jul-16 5:49 PM

To: Deepak.papola93@gmail.com <Deepak.papola93@gmail.com>;

Cc: Training Placement Officer TPO <tpo@aitpune.edu.in>;

Hello Deepak,

Greetings from Konecranes!

In continuation to campus recruitment programme 2016 and your participation, we would like to propose the offer of training under company's Graduate Engineer Trainee (GET) Programme 2016. Your designation will be **Trainee. Your base location would be Pune. You will not be covered under company's** bonus / incentives (variable part) as per the Company Policy. Please confirm on this offer of training. The offer is subject to following terms and conditions:-

1. You will be paid stipend of Rs. 350000/- per annum all inclusive. Detailed breakup of stipend amount will be handed over to you at time of joining along with appointment letter
2. Training duration will be for a period of 6 (Six) months from your date of Joining. The company reserves right to alter training programme including its duration.
3. This offer is subject to successful completion of your bachelors/graduate degree examination. You are required to produce a mark-sheet to this effect.
4. This offer is subject to medical formalities and background verification process as per company rules.
5. Tentative start date of training programme is 01st August 2016. However please note company reserves right to change this date.

Look forward to have your concurrence and welcoming you to Konecranes family!

Feel free to call me or Sheetal Joshi for queries/concerns if, any.

Regards,

Sandeep Joshi

7219002542


Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.

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FW: Offer of Training : Graduate Engineer Trainee (GET) Programme 2016

Sandeep Joshi <sandeep.joshi@konecranes.com>

Fri 15-Jul-16 6:00 PM

To: Alumni Mech 16 MANDEEP KUMAR <mandeepkumar_12218@aitpune.edu.in>;

Cc: Training Placement Officer TPO <tpo@aitpune.edu.in>;

Hello Mandeep,

Greetings from Konecranes!

In continuation to campus recruitment programme 2016 and your participation, we would like to propose the offer of training under company's Graduate Engineer Trainee (GET) Programme 2016. Your designation will be **Trainee. Your base location would be Delhi. You will not be covered under company's** bonus / incentives (variable part) as per the Company Policy. Please confirm on this offer of training. The offer is subject to following terms and conditions:-

1. You will be paid stipend of Rs. 350000/- per annum all inclusive. Detailed breakup of stipend amount will be handed over to you at time of joining along with appointment letter
2. Training duration will be for a period of 6 (Six) months from your date of Joining. The company reserves right to alter training programme including its duration.
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Feel free to call me or Sheetal Joshi for queries/concerns if, any.

Regards,

Sandeep Joshi

7219002542

Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.

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Offer of Training : Graduate Engineer Trainee (GET) Programme 2016

Sandeep Joshi <sandeep.joshi@konecranes.com>

Fri 15-Jul-16 6:03 PM

To: Alumni Mech 16 BHANU PRATAP SINGH BHADAURIYA <bhanupratapsingh_12332@aitpune.edu.in>;

Cc: Training Placement Officer TPO <tpo@aitpune.edu.in>;

Hello Bhanupratap,
Greetings from Konecranes!

In continuation to campus recruitment programme 2016 and your participation, we would like to propose the offer of training under company's Graduate Engineer Trainee (GET) Programme 2016. Your designation will be **Trainee. Your base location would be Kolkata. You will not be covered under company's bonus / incentives (variable part)** as per the Company Policy. Please confirm on this offer of training. The offer is subject to following terms and conditions:-

1. You will be paid stipend of Rs. 350000/- per annum all inclusive. Detailed breakup of stipend amount will be handed over to you at time of joining along with appointment letter
2. Training duration will be for a period of 6 (Six) months from your date of Joining. The company reserves right to alter training programme including its duration.
3. This offer is subject to successful completion of your bachelors/graduate degree examination. You are required to produce a mark-sheet to this effect.
4. This offer is subject to medical formalities and background verification process as per company rules.
5. Tentative start date of training programme is 01st August 2016. However please note company reserves right to change this date.


Look forward to have your concurrence and welcoming you to Konecranes family!

Feel free to call me or Sheetal Joshi for queries/concerns if, any.

Regards,

Sandeep Joshi

7219002542


Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.

Offer of Training : Graduate Engineer Trainee (GET) Programme 2016

Sandeep Joshi <sandeep.joshi@konecranes.com>

Fri 15-Jul-16 6:06 PM

To: Alumni Mech 16 ROHIT CHAUHAN <rohitchauhan_12325@aitpune.edu.in>;

Cc: Training Placement Officer TPO <tpo@aitpune.edu.in>;

Hello Rohit,

Greetings from Konecranes!

In continuation to campus recruitment programme 2016 and your participation, we would like to propose the offer of training under company's Graduate Engineer Trainee (GET) Programme 2016. Your designation will be **Trainee. Your base location would be Delhi. You will not be covered under company's bonus / incentives (variable part) as per the Company Policy.** Please confirm on this offer of training. The offer is subject to following terms and conditions:-

1. You will be paid stipend of Rs. 350000/- per annum all inclusive. Detailed breakup of stipend amount will be handed over to you at time of joining along with appointment letter
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Look forward to have your concurrence and welcoming you to Konecranes family!

Feel free to call me or Sheetal Joshi for queries/concerns if, any.

Regards,

Sandeep Joshi

7219002542



June 28, 2016

To,
Ashutosh Thakur,
Pune.

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

Dear **Ashutosh**,

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	475,796
Retirals	24,204
Gross Salary	500,000

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 05, 2016**. 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


Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.



Annexure A

Sr	Earning Head	Amt in Rupees (Monthly)	Amt in Rupees (Annual)
1	Basic (Incl. of DA)	12,000	144,000
2	HRA	6,000	72,000
3	CCA	5,950	71,396
4	Total Taxable Salary	23,950	287,396
	Flexi-basket :		
(a)	Conveyance Allowance	1,600	19,200
(b)	Medical reimbursement	1,250	15,000
(c)	Telecommunication reimbursement	2,500	30,000
(d)	Vehicle Running & Maintenance reimbursement	0	0
(e)	LTA	7,000	84,000
(f)	Sodexo Meal Vouchers	1,100	13,200
(g)	Professional Development	1,250	15,000
(h)	Health Club	1,000	12,000
5	Total Flexi-basket	15,700	188,400
6	Base Salary (Pre-Tax)	39,650	475,796
7	Employer's contribution to Provident Fund	1,440	17,280
8	Gratuity	577	6,924
9	Retirals	2,017	24,204
10	Gross Salary (6 + 9)		500,000
11	Other Benefits		
(a)	Food		13,000
(b)	Health Insurance Plan *		12,000
12	Total Other Benefits		25,000
13	Cost To Company (CTC)		525,000

*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.

Saba Software India Pvt. Ltd. | Level 5 | Muttha Tower | Don Bosco Road | Yerwada | Pune | 411 006 | India | www.saba.com
tel: +91 20 66427222 | fax: +91 20 66427208

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

Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.

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
5th Floor, Mutha Chambers
Don Bosco Rd, Yerwada,
Pune, Maharashtra 411006
Tel: + 91 20.6642.7222

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

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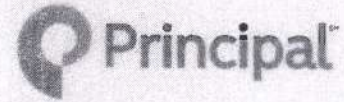
Regd. Off. | 506 | 5th floor | C wing | "Trade Star" | Andheri Kurla Road | JB Nagar | Andheri East | Mumbai | 400 059 | India
tel: +91 22 66977222 | fax: +91 22 66978087 | www.saba.com
CIN NO.U99999MH1999PTC117948



Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.

267
260

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



16th May, 2016.

Ms. Nivedita Dutta,
Pune.

Dear Nivedita,

We are pleased to extend you an offer to join Principal Global Services Private Limited ("Company"), a Principal Financial Group Company. The Principal Financial Group is a fortune 500 Company and we are glad you will be contributing to our ongoing 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

1. You shall be designated as "Trainee Analyst" of the Company.
2. 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.
3. Your employment is subject to:
 - a. Successfully completion of current degree, awarded in the current academic year without any standing backlogs.
 - b. Accuracy of your testimonials and information provided by you for employment verification.
 - c. You being free from any contractual restrictions preventing you from accepting the offer and starting work from the aforesaid date.
 - d. Positive reference check of the antecedents provided by you.
4. You are requested to join us on **July 14, 2016**. At the time of joining, you are required to submit copies of the following documents:
 - a. Copy of your relieving letter from your most recent employer, if any.
 - b. Copy of experience letter from all your previous employers, if any.
 - c. Documentation supporting your Educational Qualification (Graduation onwards).
 - d. Proof of CTC (Copy of offer letter or increment letter of the previous employer).
 - e. Photocopy of your passport & PAN card
 - f. Six color copies of recent photographs.
 - g. Proof of current residential address.
 - h. Blood Group Report

On the day of joining you are requested to carry along the originals of the above-mentioned documents for verification.

Remuneration:

1. You would be paid total cash components of **INR. 500,000 /- (Rupees Five Lakhs Only)** as set out in Annexure A attached to this agreement.
2. Additionally you would also be considered for qualifying discretionary Variable Pay. The target annual variable pay for your position for the year is **INR. 50000 /- (Rupees Fifty Thousand Only)**. 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.
3. Your fixed salary will not be further grossed up for taxes and employer's contribution to Provident Fund, Gratuity, Professional tax, ESI contribution etc.
4. PGS follows calendar year i.e. January to December for purpose of performance assessment. If you are joining PGS prior to October 1 you will be eligible for salary

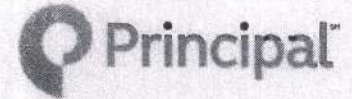
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Registered Office : Level 6 & 7, Tower VI, Cybercity, Magarpatta, Hadapsar, Pune - 411 013 India
CIN : U64120PN2005PTC129516

[Signature]
Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.

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Level 6 & 7, Tower VI, Cybercity, Magarpatta,
Hadapsar, Pune - 411013 India
Tel. : +91 020 6621 4000
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www.principal.com



revision which will be prorated for the period starting your DOJ till December 31 i.e. the part of the performance period you are employed with PGS. If you are joining PGS between October 1 and March 31st your salary may be corrected to the new hiring grid at the discretion of the management. These revisions are effective from April 1 of the following year

- 5. In light of changing tax laws, the Company reserves the right to restructure the components of your salary in manner that your gross salary is protected.

Probation:

You would be on probation cum training period of twelve months from the date of joining. The probation period can be extended, if found necessary. On satisfactory completion of probation the management will confirm your services in writing.

Code of Conduct:

- 1. You shall at all the times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
- 2. In order to generate 'mutual respect', you should respect all individual irrespective of their caste, age, sex, level etc.
- 3. You shall honor and comply with all rules and regulations of the Company and statutory requirements, in letter and spirit.
- 4. You shall maintain utmost secrecy with regard to confidential and proprietary information relating to the Company. This information includes and is not limited to trade secrets, technical processes, and finances, information relating to suppliers, employees, agents, distributors and customers.
- 5. You shall not, during your employment or at any time thereafter, directly or indirectly divulge, disclose, make known, communicate use, disclose to any persons, firm, company or concerns Company's secret, proprietary and/or confidential or any other information which you may acquire receive or obtain in relation to the Company's affairs or to the working of any process or any invention which is carried on or used by the Company or any other matter which may come to your knowledge in the course of or by the reason of your employment with the Company except for the sole benefit of the Company. Provided that, in the event and to the extent it is required by law, you shall, prior to disclosing the same to the appropriate authorities, give the company sufficient days prior notice of the same to the extent possible. This restriction does not apply to information available in public domain.
- 6. You shall not take copies of confidential documents or information for your own purposes, and forthwith upon termination, you shall return to the Company all documents, records and accounts in any form (including electronic, mechanical, photographic and optic recording) relating to matters concerning the business or dealings or affairs of the Company.
- 7. Any device having storage capability is strictly prohibited in the premises. If you are carrying a storage device, it is to be deposited with the security at the entrance. However, Company will not be responsible for any loss or damage.
- 8. You shall maintain utmost confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone other than your Manager and appropriate HR personnel.
- 9. You shall not engage in any business as principal/ agent or otherwise. Meaning thereby, you will not indulge into dual employment while employed with the Company. You may however, undertake honorary work of social or charitable nature, literary, artistic, or scientific character after express written permission from competent authority of the Company.

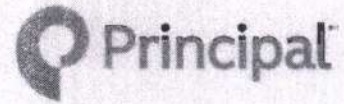
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CIN : U64120PN2005PTC129516

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- 10. You will be bound by code of conduct and all other rules, regulations policies and orders issued by the Company from time to time as if these et al, were part of this contract of appointment.

Hours of Work

- 1. Principal Global Services practices a 45 hour work week across 5 working days.
- 2. You would accrue leave @ 2.5 days for each completed month of service and statutory holidays as stipulated by law. In order to support 24 x 7 operations model you may be required to work on a statutory holiday, for which, you would be allowed a holiday, in lieu along with other benefits as per company policy.
- 3. Your actual work hours and shift may vary from time to time based on business and customer service requirements. You will be advised about your working hours, break period and weekly rest days by your supervisor, manager or HR department.
- 4. You may be required to invest additional hours of work when necessitated by business.

Termination of Employment

For initial four months either the Company or an employee may at any time terminate the employment agreement by giving 7 days' notice or if acceptable to the BU Head, a sum equal to the amount or prorated amount of salary which would have accrued to the employee during the period of notice. Post completion of four months either the Company or an employee may at any time terminate the employment agreement by giving 30 days' notice or if acceptable to the BU Head, a sum equal to the amount or prorated amount of salary which would have accrued to the employee during the period of notice.

Retirement

You shall retire on your 60th birthday.

Please return a duly signed copy of this letter as a token of your acceptance of our offer.

We welcome you and wish you every success in your career with Principal Global Services Private Limited, a promising venture that will provide you a challenging and a rewarding professional environment with ample opportunities for career development. We look forward to your long association with Principal Global Services.

Please do not hesitate to call us for any clarifications.

Yours Sincerely,

for **Principal Global Services Private Limited.**

Chetan Deshpande
Associate Vice President - Human Resources.

I accept the offer on stipulated terms & conditions and shall join duty on _____

SIGNATURE :
NAME :
DATE

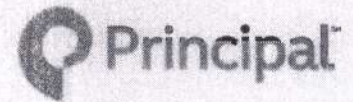
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Annexure: A

Name: Ms. Nivedita Dutta
Business Unit: IT

Designation: Trainee Analyst
Tier: T1

Annual Compensation from Principal Global Services Pvt Ltd.

Total	INR 550,000
Fixed	INR 500,000
Variable	INR 50,000

Components	Option 1 Annual (INR)	Option 2 Annual (INR)
Basic	265959	265959
House Rent Allowance	132980	132980
Medical	15,000	15,000
Special Pay (PF)	0	10315
Conveyance	19200	19200
Reimbursement Basket LTA – Maximum INR. 22154/- p.a. Professional Development – Maximum INR 12000/- p.a.	22154	22154
PF (Employer's Contribution)	31915	21600
Gratuity	12793	12793
Individual Performance Driven Variable Pay	50000	50000
Total CTC	550000	550000

Note:

Gratuity is payable on separation after completion of continuous service of period 2 years as per the Company's Gratuity Scheme and Payment of Gratuity Act.
Please read the scheme for Reimbursements (Car, Medical and Reimbursement Basket) maintained on PGS HR Intranet.
All applicable taxes would be deducted at source.

Benefits:

Group Mediclaim Insurance for self, spouse and 2 children of INR 400,000 Only
Personal Accident Insurance for self of INR 531918 only
Free pick up and drop facility
Performance pay could range from 0 to 150% of the amount mentioned above

For Principal Global Services Pvt. Ltd.

Chetan Deshpande
Associate Vice President - Human Resources.

I accept the above terms and conditions _____

Signature :
Name :
Date :

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CIN : U64120PN2005PTC129516

Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.



Regd. Off.:

Hettich India Private Ltd.

3rd Floor, Durolite House,

Opp. SAB TV., New Link Road,

Andheri (West), Mumbai - 400 053.

Tele : 91-22-2674 3289/3356/4089

Fax : 91-22-2674 3267

Email : sales_enquiry@in.hettich.com

: customer_services@in.hettich.com

Website : www.hettich.com

Toll free : 1800 209 2096

CIN : U36109MH1999PTC161129

30th April 2016

Mr. Ravi Kumar

H No 272, Azad Nagar,

Bhattagaon, Jhansi

UP- 284001

Dear Mr. Kumar,

Sub: **OFFER OF EMPLOYMENT/ LETTER OF INTENT**

With reference to your application and the subsequent interview you had with us, we are pleased to offer you employment in our organization as **"Pre-Post Sales Engineer"** based at our offices located in PAN India Region, at a salary and other terms and conditions, discussed and agreed to between us.

Your employment would be effective from **1st July 2016**. And the formal Appointment Letter will be issued to you, upon successful completion of training followed by confirmation into regular cadre.

At the time of your joining the organization, it is considered obligatory for you to bring along and submit your letter of relieving from your former employer, wherever applicable

As your initial phase of appointment is in the nature of "Trainee" that requires expending company's resources to train and equip you for our job requirement, you will be required to execute a bond for an amount of Rs. 50,000 (Rupees Fifty Thousand Only) and undertake to serve the company for a minimum assured period of 24 (twenty four) months, after successful completion of your training and confirmation in regular cadre.


During the period of your training however, you will be required to appear for weekly tests on areas covered and it is considered a must that you pass each of these test to qualify eventually for continuity of your follow up training & consequent confirmation into regular job.

Kindly acknowledge the receipt of this Offer Letter and return the duplicate, as a token of your acceptance.

Yours faithfully,

For Hettich India Private Limited


A. K. Goel
Managing Director


Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.

Restricted stock

From Wikipedia, the free encyclopedia

Restricted stock, also known as **letter stock** or **restricted securities**, refers to stock of a company that is not fully transferable (from the stock-issuing company to the person receiving the stock award) until certain conditions (restrictions) have been met. Upon satisfaction of those conditions, the stock is no longer restricted, and becomes transferable to the person holding the award. Restricted stock is often used as a form of employee compensation, in which case it typically becomes transferrable ("vests") upon the satisfaction of certain conditions, such as continued employment for a period of time or the achievement of particular product-development milestones, earnings per share goals or other financial targets. Restricted stock is a popular alternative to stock options, particularly for executives, due to favorable accounting rules and income tax treatment.^{[1][2]}

Restricted stock units (RSUs) have more recently become popular among venture companies as a hybrid of stock options and restricted stock. RSUs involve a promise by the employer to grant restricted stock at a specified point in the future, with the general intention of delaying the recognition of income to the employee while maintaining the advantageous accounting treatment of restricted stock.^[1]

Vesting conditions

Typical vesting conditions for restricted stock awards in venture capital-backed startups may include the following:^[3]

- A period of time before vesting, intended to prevent employees from "walking away" from the venture. There is generally a one-year "cliff" representing the formative stage of the company when the founders' work is most needed, followed by a more gradual vesting over a four-year schedule representing a more incremental growth stage. Founders are sometimes permitted to recognize a portion of the time spent at the company before investment in their vesting schedule, generally from six months to two years.
- "Double trigger" acceleration provision, stating that the restricted stock vests if the company is acquired by a third party and the employment of the grantee is terminated within a certain time frame. This protects employees from losing the unvested portion of their equity share award in case the employees are forced out by new management after a change in control. Another alternative is "single trigger" acceleration under which the change of control itself accelerates the vesting of the stock, but this structure is more risky for investors because following an acquisition of the company, key employees will not have any equity award that provides a financial incentive to remain with the company.
- "Market standoff provision", stating that holders of restricted stock may not sell for a certain period of time (usually 180 days) after an initial public offering. This is intended to stabilize the stock price of the company after the IPO by preventing a large sale of stock on the market by the founders.



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ZS Associates India Pvt. Ltd.
Magarpatta Cybercity
Tower 12, Level 6
Hadapsar, Pune - 411013
Maharashtra, India
T +91 20 6606 5000
F +91 20 6606 5001
www.zsassociates.com
SALES + MARKETING

Validity unknown

Digitally signed by
VISWANATHAN SHANKAR
Date: 2016.03.07 10:49:33
IST

CONFIDENTIAL

March 04, 2016

Rilif K Chandrakant
C/o. Udaya Nath Lenka
Village - Motta, P.O.Motta, P.S-Kamakhya Nagar,
Dhenkanal, Odisha.

Dear Rilif,

We are pleased to extend you an offer to join ZS Associates India Pvt. Ltd. ('ZS') as a Business Operations Associate in our Business Operations capability group, to be based in our Pune office. We hope that you give this opportunity with ZS serious consideration.

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. For salary details, please refer to Appendix 1.

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 ZS gross 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.

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.



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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 dependent family members (defined as parents, spouse or children). 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. Details about these benefits are available upon request.

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:

- ZS will arrange train/air tickets from your college/home location to your ZS office location. A ZS representative will contact you to discuss relevant details.
- Upon your arrival, ZS will provide up to two weeks (14 days) of temporary guest house accommodation on a twin sharing basis. ZS will direct pay the guest house accommodation.
- Residence search assistance will be provided, with use of an office cab for two weekend days for up to four hours maximum a day.
- ZS will provide a onetime relocation allowance of INR 30,000 to Associate 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.



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If you are relocating within Pune, ZS will provide you with relocation assistance if you wish to relocate from Zone 3 localities to Zone 1 or Zone 2. For more details, please contact Seema Barage (seema.barage@zsassociates.com).

Employment and Confidentiality Agreement: Along with this offer, we are sending you the terms and conditions of employment for this position with ZS, which includes stipulations regarding the use of confidential information of our clients, as well as the development and use of ZS proprietary software and processes. When you accept the ZS offer, you will sign a copy of this agreement electronically. If you have questions regarding this agreement, please do not hesitate to ask.

ZStart and Orientation: ZS runs a new hire induction and training program for new and returning ZS associates four times each year. This training program is designed to provide a deeper view of the issues you will solve and the skills you will develop at ZS. It also provides an excellent opportunity to get to know other new ZS associates. 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.

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 must bring the following:

- Original certificates of all educational qualifications, each with a photocopy
- 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 excited about the possibility of you starting your ZS career in this position. Please indicate your acceptance of our employment offer by signing a copy of this letter and send a scanned copy to seema.barage@zsassociates.com.

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 **March 21, 2016**.

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.


Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.



We look forward to you joining ZS and helping ZS (and you!) to continue to grow and prosper in the future!

Sincerely,

A handwritten signature in black ink that reads 'Shankar' with a stylized flourish underneath.

Shankar Viswanathan
Office Managing Principal

Signature: _____

Name as it appears on PAN card or passport: _____

Date Signed: _____



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APPENDIX 1

Salary Break up Details

ZS Associates (India) Pvt. Ltd.	
	Annual INR
Gross	523,600
Basic	220,000
HRA	88,000
LTA	18,333
Medical	15,000
Special Allowance	182,267
Retirals	
Employer's contribution to <i>Provident Fund</i>	26,400
<i>Gratuity - payable on completing 5 years of continuous service with ZS Ind Pvt Ltd as per the payment of gratuity act 1972; first year's provision being...</i>	11,000
ZS Gross (Gross + PF)	550,000
Performance Bonus	
	55,000
Linked to performance (up to a max. 10% of ZS gross salary; pay-out at the end of calendar year, depending on individual performance), up to a <u>maximum of ..</u>	
Cash Benefit	
Broadband Allowance (ZS will provide a broadband allowance of INR 1,500 per month, through payroll)	18,000

Emerging Leaders Reward Program (ELRP) – Payout schedule

Payout months	Tenure in Months						Total = INR 300,000
	At the end of the Quarter of 24 th month	At the end of the Quarter of 30 th month	At the end of the Quarter of 36 th month	At the end of the Quarter of 42 th month	At the end of the Quarter of 48 th month	At the end of the Quarter of 54 th month	
	INR 40,000	INR 40,000	INR 50,000	INR 50,000	INR 60,000	INR 60,000	



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Benefit Details

ZS provides the following additional benefits:

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.
- **Relocation Allowance:** A onetime relocation allowance of INR 30,000 to Associate through the second month's payroll, if relocating from other city. If you do not complete one full year (12 months) of full-time employment, you agree to refund the relocation allowance and the expenses incurred for the accommodation and travel entirely. This relocation allowance is considered taxable income.

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 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

Please find below details related to the daily shared transportation service which is a part of the non-cash benefits.

Local Transport Facility	
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.	
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 reach out to Rajendra Wadile (rajendra.wadile@zsassociates.com) from the transport team.

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SCHAEFFLER

Ref: HR/GET/04/16

April 06, 2016

Mr. Bunti Rana
Army Institute of Technology, Pune

Dear Mr. Bunti Rana

Sub: Offer of Appointment as "**Graduate Engineer Trainee**"

Further to our discussions, we are pleased to offer you the appointment as "**Graduate Engineer Trainee**" in our Company. Your terms of offer are given below:

Designation : **Graduate Engineer Trainee**

The standard offer of package will be **Rs. 4,25,000/-** (Rupees Four Lakhs Twenty Five Thousands Only) per annum as total cost to company.

On joining, you will be given detailed letter of appointment with CTC break-up as stated above. This offer is subject to following terms and conditions:

- **You will be posted at FAG Bearings Ltd., Maneja, Vadodara.**
- Your training period would be 12 months and during this period you would be provided trainings in various departments. Please note that after training your employment with us depends on evaluation report and /or a personal interview with management team and subject to availability of the open vacancies in Schaeffler.
- As discussed and agreed by you during the interview, after completion of training period , you may be posted at any functional area (i.e. Production / Production Engineering / Maintenance / Product development / Design / Tool Room / Sales / Marketing / SCM /Purchase / Quality /Product Management / Industrial Engineering or any Plant/Sales & Marketing function) at any Schaeffler Plant location in India. By accepting this offer you confirm your readiness to join any department and to relocate to any part of India.




Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.

SCHAEFFLER

While joining on duty, you are required to submit photo copies of your Educational Qualifications and certificates along with the original documents for verification of your qualifications. Please also bring 6 colored passport size photographs.

You will report for duty on August 1st 2016, failing which this offer of appointment will become null and void. Details regarding the venue and other formalities will be mailed to you via separate email.

This offer is subject to you being found medically fit for the employment. The decision of the Company's doctor as regards to medical check-up shall be final and binding on you.

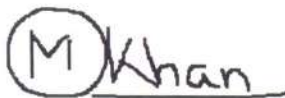
This offer is also subject to getting satisfactory reference check report about you. Please note that we would be conducting background screening / reference check directly and / or through from our authorized vendor. Please provide us at least 2 references urgently.

We take this opportunity to welcome you to the Schaeffler Family and looking forward that your association with us will prove to be of mutual benefit in the years to come.

Please sign, scan and email us the copy of this offer of appointment as token of your acceptance.

Thanking you,

Yours faithfully,
For **Schaeffler India**



Owais Khan
Head Recruitment & Employer Branding –Schaeffler India

Accepted the terms of appointment, joining on August 1st 2016

Signature




Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.

SCHAEFFLER

Ref: HR/GET/04/16

April 06, 2016

Mr. Pawan Kumar Singh
Army Institute of Technology, Pune

Dear Mr. Pawan Kumar SinghSub: Offer of Appointment as "**Graduate Engineer Trainee**"

Further to our discussions, we are pleased to offer you the appointment as "**Graduate Engineer Trainee**" in our Company. Your terms of offer are given below:

Designation : **Graduate Engineer Trainee**

The standard offer of package will be **Rs. 4,25,000/-** (Rupees Four Lakhs Twenty Five Thousands Only) per annum as total cost to company.

On joining, you will be given detailed letter of appointment with CTC break-up as stated above. This offer is subject to following terms and conditions:

- **You will be posted at FAG Bearings Ltd., Maneja, Vadodara**
- Your training period would be 12 months and during this period you would be provided trainings in various departments. Please note that after training your employment with us depends on evaluation report and /or a personal interview with management team and subject to availability of the open vacancies in Schaeffler.
- As discussed and agreed by you during the interview, after completion of training period , you may be posted at any functional area (i.e. Production / Production Engineering / Maintenance / Product development / Design / Tool Room / Sales / Marketing / SCM /Purchase / Quality /Product Management / Industrial Engineering or any Plant/Sales & Marketing function) at any Schaeffler Plant location in India. By accepting this offer you confirm your readiness to join any department and to relocate to any part of India.




Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.

SCHAEFFLER

While joining on duty, you are required to submit photo copies of your Educational Qualifications and certificates along with the original documents for verification of your qualifications. Please also bring 6 colored passport size photographs.

You will report for duty on August 1st 2016, failing which this offer of appointment will become null and void. Details regarding the venue and other formalities will be mailed to you via separate email.

This offer is subject to you being found medically fit for the employment. The decision of the Company's doctor as regards to medical check-up shall be final and binding on you.

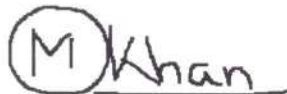
This offer is also subject to getting satisfactory reference check report about you. Please note that we would be conducting background screening / reference check directly and / or through from our authorized vendor. Please provide us at least 2 references urgently.

We take this opportunity to welcome you to the Schaeffler Family and looking forward that your association with us will prove to be of mutual benefit in the years to come.

Please sign, scan and email us the copy of this offer of appointment as token of your acceptance.

Thanking you,

Yours faithfully,
For **Schaeffler India**



Owais Khan
Head Recruitment & Employer Branding –Schaeffler India

Accepted the terms of appointment, joining on August 1st 2016

Signature





Private & Confidential

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March 29, 2016

Mr. Rohit Kumar Thakur
Army Institute of Technology Pune

Sub: Letter of Intent

Dear Mr. Rohit Kumar,

We refer to your application for employment and subsequent selection process that you undertook. We are pleased to inform you that you have been provisionally selected by us as "**Graduate Engineer Trainee**".

Education Certification

As communicated to you through various forums during the recruitment process, your appointment is subject to successfully clearing your BE / BTECH with minimum 60% marks in aggregate of all semesters by July 2016. If you fail to secure in your BE / BTECH minimum 60% marks in aggregate of all semesters by July 2016, it will be construed that you have become ineligible to fulfill the selection norms and this offer would stand automatically withdrawn. The management reserves the right to revoke/withdraw the offer/appointment/terminate appointment, without prejudice to its other rights.

Remuneration:

You shall be paid annual gross remuneration of Rs.400000 (Rupees Four Lakh Only) per annum. Detailed offer letter will be provided to you at the time of joining.

Loyalty Bonus: You will be eligible for One Time Loyalty Bonus of Rs.75000 (Rupees Seventy Five Thousand Only) on your successful completion of Three (3) years services with the company. Loyalty Bonus shall not be paid in advance or pro-rated.

Joining Date: Your date of joining will be between 1st July'16 to 31st August'16. However the specific date will be communicated to you progressively.

Please send your formal acceptance within 15 days from the date of letter.

In case of any query, you may write to campusconnect@tatatechnologies.com

Yours faithfully,

For TATA Technologies Ltd

Shalini Jain
Head – Talent Acquisition

I have read the letter of intent and accept the terms and conditions set out and shall abide by the same.

Name & Signature of the Candidate _____ Date: __/__/__

Permanent Address (Please indicate your permanent address)

Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.



Private & Confidential

March 29, 2016

Mr. Krishan Kumar Yadav
Army Institute of Technology Pune

Sub: Letter of Intent

Dear Mr. Krishan Kumar,

We refer to your application for employment and subsequent selection process that you undertook. We are pleased to inform you that you have been provisionally selected by us as "**Graduate Engineer Trainee**".

Education Certification

As communicated to you through various forums during the recruitment process, your appointment is subject to successfully clearing your BE / BTECH with minimum 60% marks in aggregate of all semesters by July 2016. If you fail to secure in your BE / BTECH minimum 60% marks in aggregate of all semesters by July 2016, it will be construed that you have become ineligible to fulfill the selection norms and this offer would stand automatically withdrawn. The management reserves the right to revoke/withdraw the offer/appointment/terminate appointment, without prejudice to its other rights.

Remuneration:

You shall be paid annual gross remuneration of Rs.400000 (Rupees Four Lakh Only) per annum. Detailed offer letter will be provided to you at the time of joining.

Loyalty Bonus: You will be eligible for One Time Loyalty Bonus of Rs.75000 (Rupees Seventy Five Thousand Only) on your successful completion of Three (3) years services with the company. Loyalty Bonus shall not be paid in advance or pro-rated.

Joining Date: Your date of joining will be between 1st July'16 to 31st August'16. However the specific date will be communicated to you progressively.

Please send your formal acceptance within 15 days from the date of letter.

In case of any query, you may write to campusconnect@tatatechnologies.com

Yours faithfully,

For TATA Technologies Ltd

Shalini Jain
Head – Talent Acquisition

I have read the letter of intent and accept the terms and conditions set out and shall abide by the same.

Name & Signature of the Candidate Date: __/__/__

Permanent Address (Please indicate your permanent address)

TATA TECHNOLOGIES
Plot No.25, Pune Infotech Park, Hinjawadi, Pune, 411057 India
Tel: +91-20- 66529090; Fax: +91-20-6652 9095

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Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.



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March 29, 2016

Mr. Eshan Tripathi
Army Institute of Technology Pune

Sub: Letter of Intent

Dear Mr. Eshan,

We refer to your application for employment and subsequent selection process that you undertook. We are pleased to inform you that you have been provisionally selected by us as "**Graduate Engineer Trainee**".

Education Certification

As communicated to you through various forums during the recruitment process, your appointment is subject to successfully clearing your BE / BTECH with minimum 60% marks in aggregate of all semesters by July 2016. If you fail to secure in your BE / BTECH minimum 60% marks in aggregate of all semesters by July 2016, it will be construed that you have become ineligible to fulfill the selection norms and this offer would stand automatically withdrawn. The management reserves the right to revoke/withdraw the offer/appointment/terminate appointment, without prejudice to its other rights.

Remuneration:

You shall be paid annual gross remuneration of Rs.400000 (Rupees Four Lakh Only) per annum. Detailed offer letter will be provided to you at the time of joining.

Loyalty Bonus: You will be eligible for One Time Loyalty Bonus of Rs.75000 (Rupees Seventy Five Thousand Only) on your successful completion of Three (3) years services with the company. Loyalty Bonus shall not be paid in advance or pro-rated.

Joining Date: Your date of joining will be between 1st July'16 to 31st August'16. However the specific date will be communicated to you progressively.

Please send your formal acceptance within 15 days from the date of letter.

In case of any query, you may write to campusconnect@tatatechnologies.com

Yours faithfully,

For TATA Technologies Ltd

Shalini Jain
Head – Talent Acquisition

I have read the letter of intent and accept the terms and conditions set out and shall abide by the same.

Name & Signature of the Candidate Date: __/__/__

Permanent Address (Please indicate your permanent address)

TATA TECHNOLOGIES

Plot No.25, Pune Infotech Park, Hinjawadi, Pune, 411057 India
Tel: +91-20- 66529090; Fax: +91-20-6652 9095

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Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.



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March 29, 2016

Mr. Abhay Kumar Pandey
Army Institute of Technology Pune

Sub: Letter of Intent

Dear Mr. Abhay Kumar,

We refer to your application for employment and subsequent selection process that you undertook. We are pleased to inform you that you have been provisionally selected by us as "**Graduate Engineer Trainee**".

Education Certification

As communicated to you through various forums during the recruitment process, your appointment is subject to successfully clearing your BE / BTECH with minimum 60% marks in aggregate of all semesters by July 2016. If you fail to secure in your BE / BTECH minimum 60% marks in aggregate of all semesters by July 2016, it will be construed that you have become ineligible to fulfill the selection norms and this offer would stand automatically withdrawn. The management reserves the right to revoke/withdraw the offer/appointment/terminate appointment, without prejudice to its other rights.

Remuneration:

You shall be paid annual gross remuneration of Rs.400000 (Rupees Four Lakh Only) per annum. Detailed offer letter will be provided to you at the time of joining.

Loyalty Bonus: You will be eligible for One Time Loyalty Bonus of Rs.75000 (Rupees Seventy Five Thousand Only) on your successful completion of Three (3) years services with the company. Loyalty Bonus shall not be paid in advance or pro-rated.

Joining Date: Your date of joining will be between 1st July '16 to 31st August '16. However the specific date will be communicated to you progressively.

Please send your formal acceptance within 15 days from the date of letter.

In case of any query, you may write to campusconnect@tatatechnologies.com

Yours faithfully,

For TATA Technologies Ltd

Shalini Jain
Head – Talent Acquisition

I have read the letter of intent and accept the terms and conditions set out and shall abide by the same.

Name & Signature of the Candidate

Date: __/__/__

Permanent Address (Please indicate your permanent address)

TATA TECHNOLOGIES

Plot No.25, Pune Infotech Park, Hinjawadi, Pune, 411057 India
Tel: +91-20- 66529090; Fax: +91-20-6652 9095

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Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.

FMC Technologies

FMC Technologies India Pvt Ltd

5th Floor, Building No.9
MindSpace Complex,
Madhapur, Hyderabad
Telangana, India 500 081
O: +91-40-66342900
F: +91-40-66342901/02
www.fmctechnologies.com
CIN: U29219TG2009FTC079988

Date: 24th February 2016

Mr. Devesh Kumar Gour,
Bhati Kreshi Raksha Kendra
Near Police Chowki Khurja Gate,
G.T. Road, Sikandrabad,
Bulandshahr, Uttar Pradesh-203205

Dear Devesh,

Sub: Offer of Appointment as "Associate Engineer"


This has reference to your application and discussion you had with us. We are pleased to offer you a position as "Associate Engineer" in the **Grade 14**. You will be operating from our Hyderabad office in India.

Your total cost to the company will be **INR. 553950/-** (Rupees Five Lakhs Fifty Three Thousand Nine Hundred and Fifty only) **per annum**. The payment shall be subject to taxes as applicable. A detailed CTC break-up sheet, mentioning your cash and other allowances/perks, is attached (Annexure I) for your reference.

This offer is subject to you and your Surety executing the Service Agreement.

The terms and conditions of your appointment are as follows:

1. You shall join us on or before **4th July 2016**.
2. You will be on probation for a period of 06 (Six) months. Your performance will be reviewed during and after completion of the probation for confirmation. In case your performance is not up to the required level, the Company may either terminate your service or extend the probation period further.



Training & Placement Officer
Army Institute of Technology
Dighalhis, Pune - 411015.

FMC Technologies

FMC Technologies India Pvt Ltd

5th Floor, Building No.9
 Mindspace Complex,
 Madhapur, Hyderabad
 Telangana, India 500 081
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 F: +91-40-66342901/02
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 CIN: U29219TG2009FTC079988

3. Dependent parents will be covered under Group Mediclaim Insurance Policy along with you for a maximum total amount of Rs. 5, 00,000/- p.a. You will be covered exclusively under Group Personal Accident Insurance for a maximum total amount of Rs. 5, 00,000/- p.a. You will be also covered exclusively under Group Term Life Insurance for a maximum total amount of Rs. 10, 00,000/- p.a. The premium for the above policies will be a part of your cost to the Company.
4. Periodically, the Company may modify any remuneration, benefit, facility or perquisite that has been extended to you. You will follow the Company's policies, rules and regulations currently in force and any future changes.
5. All information regarding your remuneration and terms of employment are confidential and you shall not divulge the content(s) to any company employee except to your appropriate superior authorities.
6. You will contribute 12% of your basic salary towards Provident Fund as per the Govt. rules. The Company shall make a matching contribution on the employee's basic salary.
7. The Company may send you on deputation or transfer your services to any of its departments or any of its branches in or outside of India. However, such transfers will be will be governed by the terms and conditions of service as applicable.
8. During the employment in our Company, we expect you not to carry on any business of your own or engage yourself in any other employment, business or service. You shall not at any time during the service period or thereafter disclose to anyone any information, know-how, knowledge, secrets, methods, plans, etc. of the Company. Breach of this condition shall be liable to immediate termination of the employment and the Company may take any other action suitable for breach of the contract.
9. You will be eligible for leave as per the Company's policy.
10. Your next Annual Appraisal and Compensation Review will be notified.


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Minimum Service Obligation - After Overseas Assignments

11. The Company will be incurring very substantial expenditure for sending interested employees on the foreign assignment and to offset such costs and expenses, the Company requires the employee sent on overseas assignment to serve and work with the Company for the minimum prescribed period from date of re-commencing work with the Company in India. If you agree and you are sent on an overseas assignment for a duration of more than 90 days, then you are bound to continue to serve the company for a minimum duration of 1 (one) year from the date of re-commencing work with the Company in India after the last overseas assignment. Such minimum service period obligation of the Employee shall continue after the last overseas assignment irrespective of the number of earlier overseas assignments already completed by the Employee.
12. If you fail to serve the Company for the minimum prescribed period of one year after completing last overseas assignment you shall be liable to pay damages of Rs.1,50,000/- to the Company.

Termination:

13. If you wish to leave the Company prior to completing the minimum service period of one year from the date of re-commencing work with the Company in India after last overseas assignment you will be required to compensate the Company a sum of Rs.1,50,000/- and give the notice for separation.
14. The notice period for separation on your side will be 2 (two) months or payment of amount equal to two months' net salary in lieu of notice. Notice period for separation on the Company's side at any time will be two months or payment of two months' net salary in lieu of notice. When either side offers the net salary, net salary means gross monthly salary less Provident Fund contribution by employer for the last working month of the employee.


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MindSpace Complex,
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- 15. However, the Company can terminate you without any notice period and shall not have any Financial or legal liability, if the termination is on the grounds of misconduct/indiscipline and any acts detrimental to the interest of the Company.
- 16. Confidentiality and Non-disclosure:
 - a. *Non-disclosure:* You agree not to use or cause to be used for your own benefit or for the benefit of any third party to disclose to any third party in any manner, directly or indirectly, any proprietary information, customer's confidential information, trade secrets or any other knowledge or information relating to the business of Company or its customers at any time during or after your term of employment.
 - b. *Return of Employer Materials:* You shall return to Company before the termination of your employment, any and all written information documents, materials, Laptops, floppy disc, CDs, data files or other media containing computer programs or data and all other property and equipments which constitutes, contains or relates in any way to Company, its customer's confidential information or trade secrets of Company or its customers, and any other written information, documents, materials, disks or other media containing computer programs or data and all other property and equipment of any kind relating in any way to the business of Company or its customers, which are or may be in your possession, custody or control and which are or may be the property of Company or its customer, whether confidential or not, including any and all copies thereof.
 - c. *Business Information:* You shall not during the term of employment with Company and thereafter and except as may be required in the performance of your duties with Company, utilize for your own benefit or that of any third party and will not use or disclose to any third party your knowledge of or any information concerning to the internal organization or business structure of Company or its customers, or the work assignments or capabilities of any office or other employee without the express prior written consent of the Company.


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17. *Background Assessment:* In accordance with FMC Technologies Inc's corporate policy on employee background assessments, we wish to let you know that this Offer of Appointment is contingent upon you clearing assessments of your education, past employment, criminal history and (if applicable) professional qualification(s). In the event that the background assessments result in any adverse finding, FMC Technologies reserves the right to withdraw this Offer of Appointment during the hiring stage or discontinue your employment if the assessment report (containing adverse findings) is available only after you have joined the Company.
18. On the day of your joining please fill in the required forms and submit copies of these documents, along with originals for verification.
- I. 08 (Eight) Passport-size color photographs of self with white color background.
 - II. 03 (Three) Passport-size color photographs of each of your family members - mother, father, spouse, children (for Insurance)
 - III. 02 (two) photocopies each of your ID proof & address proof- Driving License, PAN Card, Voter's ID card, Passport.
 - IV. Photocopies of your 10th/SSC, Inter, Graduation and other education certificates. (Provisional certs are also accepted)
 - V. Vehicle registration copy (RC copy) of employee if he/she would like to claim for Tax exemption on fuel expenses.
 - VI. Photocopies of relieving letters, payslips of current financial year, Form 16, Full & Final settlement, Form 26AS etc from your previous employer(s)

We welcome you into our organization and wish that our association will be beneficial to both of us.

Yours truly,
 For FMC Technologies India Private Limited

Niranjan



(Niranjan Desai)
 Manager – Human Resources

Devesh

(Devesh Kumar Gour)

Training & Placement Officer
 Army Institute of Technology
 Dighi Hills, Pune - 411015.

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5th Floor, Building No.9
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CTC Structure (ANNEXURE-I)

Name	Devesh Kumar Gour	
Designation	Associate Engineer	
Date of Joining	4 th July 2016	
Salary Structure		
Components of Salary	Rs. / Month	Rs./ Annum
A. Monthly Salary		
Basic Salary	11,875	142,500
House Rent Allowance	5,938	71,250
Travelling Allowance	1,600	19,200
FBP	10,384	124,608
Special Allowance	9,787	117,442
Gross Salary	39,583	475,000
B. Performance Bonus	2,917	35,000
C. Standard Benefits		
Provident Fund(employer contr)	1,425	17,100
Gratuity	571	6,850
Medical Insurance Premium	1,667	20,000
	3,662	43,950
Total Cost to the Company		553,950

*Performance Bonus is a variable component and will be paid as per the bonus policy of the company

Yours truly,
 For FMC Technologies India Private Limited

I Accept the above offer

Wesai



(Signature)

(Niranjan Desai)
 Manager – Human Resources

(Devesh Kumar Gour)

(Signature)
 Training & Placement Officer
 Army Institute of Technology
 Dighi Hils, Pune - 411015.

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5th Floor, Building No.9
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Date: 24th February 2016

Mr. Sawant Singh,
63/1 Bakawal, Dumraon,
Mau, UP, 275101

Dear Sawant,

Sub: Offer of Appointment as "Associate Engineer"


This has reference to your application and discussion you had with us. We are pleased to offer you a position as "Associate Engineer" in the **Grade 14**. You will be operating from our Hyderabad office in India.

Your total cost to the company will be **INR. 553950/-** (Rupees Five Lakhs Fifty Three Thousand Nine Hundred and Fifty only) **per annum**. The payment shall be subject to taxes as applicable. A detailed CTC break-up sheet, mentioning your cash and other allowances/perks, is attached (Annexure I) for your reference.

This offer is subject to you and your Surety executing the Service Agreement.

The terms and conditions of your appointment are as follows:

1. You shall join us on or before **4th July 2016**.
2. You will be on probation for a period of 06 (Six) months. Your performance will be reviewed during and after completion of the probation for confirmation. In case your performance is not up to the required level, the Company may either terminate your service or extend the probation period further.
3. Dependent parents will be covered under Group Mediciam Insurance Policy along with you for a maximum total amount of Rs. 5, 00,000/- p.a. You will be covered


Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.

Sawant Singh

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5th Floor, Building No.9
Mindspace Complex,
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Telangana, India 500 081
O: +91-40-66342900
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exclusively under Group Personal Accident Insurance for a maximum total amount of Rs. 5, 00,000/- p.a. You will be also covered exclusively under Group Term Life Insurance for a maximum total amount of Rs. 10, 00,000/- p.a. The premium for the above policies will be a part of your cost to the Company.

4. Periodically, the Company may modify any remuneration, benefit, facility or perquisite that has been extended to you. You will follow the Company's policies, rules and regulations currently in force and any future changes.
5. All information regarding your remuneration and terms of employment are confidential and you shall not divulge the content(s) to any company employee except to your appropriate superior authorities.
6. You will contribute 12% of your basic salary towards Provident Fund as per the Govt. rules. The Company shall make a matching contribution on the employee's basic salary.
7. The Company may send you on deputation or transfer your services to any of its departments or any of its branches in or outside of India. However, such transfers will be will be governed by the terms and conditions of service as applicable.
8. During the employment in our Company, we expect you not to carry on any business of your own or engage yourself in any other employment, business or service. You shall not at any time during the service period or thereafter disclose to anyone any information, know-how, knowledge, secrets, methods, plans, etc. of the Company. Breach of this condition shall be liable to immediate termination of the employment and the Company may take any other action suitable for breach of the contract.
9. You will be eligible for leave as per the Company's policy.
10. Your next Annual Appraisal and Compensation Review will be notified.

[Handwritten Signature]
Training & Placement Officer
Army Institute of Technology
Dagdi Hqs, Pune-411015.

[Handwritten Signature]
Santosh Singh

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5th Floor, Building No.9
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Madhapur, Hyderabad
Telangana, India 500 081
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Minimum Service Obligation - After Overseas Assignments

- 11. The Company will be incurring very substantial expenditure for sending interested employees on the foreign assignment and to offset such costs and expenses, the Company requires the employee sent on overseas assignment to serve and work with the Company for the minimum prescribed period from date of re-commencing work with the Company in India. If you agree and you are sent on an overseas assignment for a duration of more than 90 days, then you are bound to continue to serve the company for a minimum duration of 1 (one) year from the date of re-commencing work with the Company in India after the last overseas assignment. Such minimum service period obligation of the Employee shall continue after the last overseas assignment irrespective of the number of earlier overseas assignments already completed by the Employee.
- 12. If you fail to serve the Company for the minimum prescribed period of one year after completing last overseas assignment you shall be liable to pay damages of Rs.1,50,000/- to the Company.

Termination:

- 13. If you wish to leave the Company prior to completing the minimum service period of one year from the date of re-commencing work with the Company in India after last overseas assignment you will be required to compensate the Company a sum of Rs.1,50,000/- and give the notice for separation.
- 14. The notice period for separation on your side will be 2 (two) months or payment of amount equal to two months' net salary in lieu of notice. Notice period for separation on the Company's side at any time will be two months or payment of two months' net salary in lieu of notice. When either side offers the net salary, net salary means gross monthly salary less Provident Fund contribution by employer for the last working month of the employee.

[Signature]
Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411016.

Saurabh Singh

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5th Floor, Building No.9
MindSpace Complex,
Madhapur, Hyderabad
Telangana, India 500 081
O: +91-40-66342900
F: +91-40-66342901/02
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15. However, the Company can terminate you without any notice period and shall not have any Financial or legal liability, if the termination is on the grounds of misconduct/indiscipline and any acts detrimental to the interest of the Company.
16. Confidentiality and Non-disclosure:
- a) *Non-disclosure:* You agree not to use or cause to be used for your own benefit or for the benefit of any third party to disclose to any third party in any manner, directly or indirectly, any proprietary information, customer's confidential information, trade secrets or any other knowledge or information relating to the business of Company or its customers at any time during or after your term of employment.
- b) *Return of Employer Materials:* You shall return to Company before the termination of your employment, any and all written information documents, materials, Laptops, floppy disc, CDs, data files or other media containing computer programs or data and all other property and equipments which constitutes, contains or relates in any way to Company, its customer's confidential information or trade secrets of Company or its customers, and any other written information, documents, materials, disks or other media containing computer programs or data and all other property and equipment of any kind relating in any way to the business of Company or its customers, which are or may be in your possession, custody or control and which are or may be the property of Company or its customer, whether confidential or not, including any and all copies thereof.
- c) *Business Information:* You shall not during the term of employment with Company and thereafter and except as may be required in the performance of your duties with Company, utilize for your own benefit or that of any third party and will not use or disclose to any third party your knowledge of or any information concerning to the internal organization or business structure of Company or its customers, or the work assignments or capabilities of any office or other employee without the express prior written consent of the Company.
17. *Background Assessment:* In accordance with FMC Technologies Inc's corporate policy on employee background assessments, we wish to let you know that this Offer

Training & Placement Officer
Army Institute of Technology
Dighinilis, Pune - 411005.

Santosh Singh

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FMC Technologies India Pvt Ltd

5th Floor, Building No.9
Minspace Complex,
Madhapur, Hyderabad
Telangana, India 500 081
O: +91-40-66342900
F: +91-40-66342901/02
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of Appointment is contingent upon you clearing assessments of your education, past employment, criminal history and (if applicable) professional qualification(s). In the event that the background assessments result in any adverse finding, FMC Technologies reserves the right to withdraw this Offer of Appointment during the hiring stage or discontinue your employment if the assessment report (containing adverse findings) is available only after you have joined the Company.

18. On the day of your joining please fill in the required forms and submit copies of these documents, along with originals for verification.
- I. 08 (Eight) Passport-size color photographs of self with white color background.
 - II. 03 (Three) Passport-size color photographs of each of your family members - mother, father, spouse, children (for Insurance)
 - III. 02 (two) photocopies each of your ID proof & address proof- Driving License, PAN Card, Voter's ID card, Passport.
 - IV. Photocopies of your 10th/SSC, Inter, Graduation and other education certificates. (Provisional certs are also accepted)
 - V. Vehicle registration copy (RC copy) of employee if he/she would like to claim for Tax exemption on fuel expenses.
 - VI. Photocopies of relieving letters, payslips of current financial year, Form 16, Full & Final settlement, Form 26AS etc from your previous employer(s)

We welcome you into our organization and wish that our association will be beneficial to both of us.

Yours truly,
For FMC Technologies India Private Limited

Niranjan Desai



(Niranjan Desai)
Manager – Human Resources

Sawant Singh
(Sawant Singh)

[Handwritten signature]
Training & Placement Officer
Army Institute of Technology
Dagunthi, Pune - 411015

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5th Floor, Building No.9
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Madhapur, Hyderabad
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CTC Structure (ANNEXURE-I)

Name	Sawant Singh	
Designation	Associate Engineer	
Date of Joining	4 th July 2016	
Salary Structure		
Components of Salary	Rs. / Month	Rs./ Annum
A. Monthly Salary		
Basic Salary	11,875	142,500
House Rent Allowance	5,938	71,250
Travelling Allowance	1,600	19,200
FBP	10,384	124,608
Special Allowance	9,787	117,442
Gross Salary	39,583	475,000
B. Performance Bonus	2,917	35,000
C. Standard Benefits		
Provident Fund(employer contr)	1,425	17,100
Gratuity	571	6,850
Medical Insurance Premium	1,667	20,000
	3,662	43,950
Total Cost to the Company		553,950

*Performance Bonus is a variable component and will be paid as per the bonus policy of the company

Yours truly,
For FMC Technologies India Private Limited

I Accept the above offer

Desai



(Niranjan Desai)
Manager Human Resources

Sawant Singh
(Sawant Singh)

Training & Placement Officer
Army Institute of Technology
DIGNITY, Pune-411015

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5th Floor, Building No.9
Mindspace Complex,
Madhapur, Hyderabad
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O: +91-40-66342900
F: +91-40-66342901/02
www.fmctechnologies.com
CIN: U29219TG2009FTC079988

Date: 24th February 2016

Mr. Niraj Kumar,
S/O Dilip Kumar Mandal
Vill- Pargodih, PO- Sushni
PS- Deodanr, Distt- Godda
Jharkhand, PIN- 814102

Dear Niraj Kumar,

Sub: Offer of Appointment as "Associate Engineer"

This has reference to your application and discussion you had with us. We are pleased to offer you a position as **"Associate Engineer"** in the **Grade 14**. You will be operating from our Hyderabad office in India.

Your total cost to the company will be **INR. 553950/-** (Rupees Five Lakhs Fifty Three Thousand Nine Hundred and Fifty only) **per annum**. The payment shall be subject to taxes as applicable. A detailed CTC break-up sheet, mentioning your cash and other allowances/perks, is attached (Annexure I) for your reference.

This offer is subject to you and your Surety executing the Service Agreement.

The terms and conditions of your appointment are as follows:

1. You shall join us on or before **4th July 2016**.
2. You will be on probation for a period of 06 (Six) months. Your performance will be reviewed during and after completion of the probation for confirmation. In case your performance is not up to the required level, the Company may either terminate your service or extend the probation period further.

Training & Placement Officer
Army Institute of Technology
Dighrhis, Pune - 411002

Niraj Kumar

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FMC Technologies India Pvt Ltd

5th Floor, Building No.9
MindSpace Complex,
Madhapur, Hyderabad
Telangana, India 500 081
O: +91-40-66342900
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3. Dependent parents will be covered under Group Mediclaim Insurance Policy along with you for a maximum total amount of Rs. 5, 00,000/- p.a. You will be covered exclusively under Group Personal Accident Insurance for a maximum total amount of Rs. 5, 00,000/- p.a. You will be also covered exclusively under Group Term Life Insurance for a maximum total amount of Rs. 10, 00,000/- p.a. The premium for the above policies will be a part of your cost to the Company.
4. Periodically, the Company may modify any remuneration, benefit, facility or perquisite that has been extended to you. You will follow the Company's policies, rules and regulations currently in force and any future changes.
5. All information regarding your remuneration and terms of employment are confidential and you shall not divulge the content(s) to any company employee except to your appropriate superior authorities.
6. You will contribute 12% of your basic salary towards Provident Fund as per the Govt. rules. The Company shall make a matching contribution on the employee's basic salary.
7. The Company may send you on deputation or transfer your services to any of its departments or any of its branches in or outside of India. However, such transfers will be will be governed by the terms and conditions of service as applicable.
8. During the employment in our Company, we expect you not to carry on any business of your own or engage yourself in any other employment, business or service. You shall not at any time during the service period or thereafter disclose to anyone any information, know-how, knowledge, secrets, methods, plans, etc. of the Company. Breach of this condition shall be liable to immediate termination of the employment and the Company may take any other action suitable for breach of the contract.
9. You will be eligible for leave as per the Company's policy.
10. Your next Annual Appraisal and Compensation Review will be notified.


Training & Placement Officer
Army Institute of Technology
Dighi Hills, Raigarh (N), S.

Airaj Kumar

5th Floor, Building No.9
Mindspace Complex,
Madhapur, Hyderabad
Telangana, India 500 081
O: +91-40-66342900
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Minimum Service Obligation - After Overseas Assignments

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- 12. If you fail to serve the Company for the minimum prescribed period of one year after completing last overseas assignment you shall be liable to pay damages of Rs.1,50,000/- to the Company.

Termination:

- 13. If you wish to leave the Company prior to completing the minimum service period of one year from the date of re-commencing work with the Company in India after last overseas assignment you will be required to compensate the Company a sum of Rs.1,50,000/- and give the notice for separation.
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 Army Institute of Technology
 Dighi Hills, Pune - 411 015.

Niraj Kumar

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5th Floor, Building No.9
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- 15. However, the Company can terminate you without any notice period and shall not have any Financial or legal liability, if the termination is on the grounds of misconduct/indiscipline and any acts detrimental to the interest of the Company.
- 16. Confidentiality and Non-disclosure:
 - a. *Non-disclosure:* You agree not to use or cause to be used for your own benefit or for the benefit of any third party to disclose to any third party in any manner, directly or indirectly, any proprietary information, customer's confidential information, trade secrets or any other knowledge or information relating to the business of Company or its customers at any time during or after your term of employment.
 - b. *Return of Employer Materials:* You shall return to Company before the termination of your employment, any and all written information documents, materials, Laptops, floppy disc, CDs, data files or other media containing computer programs or data and all other property and equipments which constitutes, contains or relates in any way to Company, its customer's confidential information or trade secrets of Company or its customers, and any other written information, documents, materials, disks or other media containing computer programs or data and all other property and equipment of any kind relating in any way to the business of Company or its customers, which are or may be in your possession, custody or control and which are or may be the property of Company or its customer, whether confidential or not, including any and all copies thereof.
 - c. *Business Information:* You shall not during the term of employment with Company and thereafter and except as may be required in the performance of your duties with Company, utilize for your own benefit or that of any third party and will not use or disclose to any third party your knowledge of or any information concerning to the internal organization or business structure of Company or its customers, or the work assignments or capabilities of any office or other employee without the express prior written consent of the Company.


 Training & Placement Officer
 Army Institute of Technology
 Dighi Hills, Pune - 411015

Niraj Kumar

FMC Technologies

FMC Technologies India Pvt Ltd

5th Floor, Building No.9
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- 17. *Background Assessment:* In accordance with FMC Technologies Inc's corporate policy on employee background assessments, we wish to let you know that this Offer of Appointment is contingent upon you clearing assessments of your education, past employment, criminal history and (if applicable) professional qualification(s). In the event that the background assessments result in any adverse finding, FMC Technologies reserves the right to withdraw this Offer of Appointment during the hiring stage or discontinue your employment if the assessment report (containing adverse findings) is available only after you have joined the Company.
- 18. On the day of your joining please fill in the required forms and submit copies of these documents, along with originals for verification.
 - I. 08 (Eight) Passport-size color photographs of self with white color background.
 - II. 03 (Three) Passport-size color photographs of each of your family members - mother, father, spouse, children (for Insurance)
 - III. 02 (two) photocopies each of your ID proof & address proof- Driving License, PAN Card, Voter's ID card, Passport.
 - IV. Photocopies of your 10th/SSC, Inter, Graduation and other education certificates. (Provisional certs are also accepted)
 - V. Vehicle registration copy (RC copy) of employee if he/she would like to claim for Tax exemption on fuel expenses.
 - VI. Photocopies of relieving letters, payslips of current financial year, Form 16, Full & Final settlement, Form 26AS etc from your previous employer(s)

We welcome you into our organization and wish that our association will be beneficial to both of us.

Yours truly,
For FMC Technologies India Private Limited

Niranjan Desai



(Niranjan Desai)
Manager – Human Resources

Niraj Kumar

(Niraj Kumar)

Army Institute of Technology
Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.

5th Floor, Building No.9
Mindspace Complex,
Madhapur, Hyderabad
Telangana, India 500 081
O: +91-40-66342900
F: +91-40-66342901/02
www.fmctechnologies.com
CIN: U29219TG2009FTC079988

CTC Structure (ANNEXURE-I)

Name	Niraj Kumar	
Designation	Associate Engineer	
Date of Joining	4 th July 2016	
Salary Structure		
Components of Salary	Rs. / Month	Rs./ Annum
A. Monthly Salary		
Basic Salary	11,875	142,500
House Rent Allowance	5,938	71,250
Travelling Allowance	1,600	19,200
FBP	10,384	124,608
Special Allowance	9,787	117,442
Gross Salary	39,583	475,000
B. Performance Bonus	2,917	35,000
C. Standard Benefits		
Provident Fund(employer contr)	1,425	17,100
Gratuity	571	6,850
Medical Insurance Premium	1,667	20,000
	3,662	43,950
Total Cost to the Company		553,950

**Performance Bonus is a variable component and will be paid as per the bonus policy of the company*

Yours truly,
For FMC Technologies India Private Limited

Desai



(Niranjan Desai)
Manager – Human Resources

I Accept the above offer

Niraj Kumar

(Niraj Kumar)

Date: 9th February 2016

Letter of Intent

Dear **JITESH,**

Thank you for participating in our selection process. We are pleased to offer you the position of '**Business Analyst**' on the following terms and conditions:

1. Your Posting will be at CAPITALVIA GLOBAL RESEARCH LIMITED, Indore.
2. Your compensation on a cost to company basis (inclusive of Basic Pay, all Allowances, Performance Linked Incentives, Bonus, etc.) will be Rs. **4,07,704** (Details of which you can find below).

Business Analyst	
Particulars	Annual Amount (in Rs.)
Basic (Includes Employee's RB Contribution)	1,86,000
HRA	14400
Transport Allowance	4800
Medical Allowance	--
Other Allowance	--
Attendance Allowance	18000
Performance Allowance (PLI)	60000
Special Allowance (Incentives)	1,00,000
Annual Bonus	6000
Loyalty Bonus	9000
Gross Salary	398200
Employer's Contribution to RB	9504
CTC	4,07,704

- Performance Allowance is based on the achievement of your respective KPI's (Key Performance Indicators) & PLI.
 - Annual and Loyalty Bonus will be paid out in the 13th month of your service once you complete a year with the company.
 - Relieving Bonus will be deducted monthly from your salary and get deposited in company's trust and will be paid out to you when you part with the company within 2 year.
 - The binding period will be of 1 years.
3. This appointment will be subject to you being found medically fit.

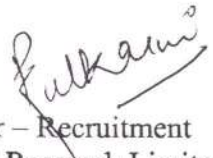
J. Sanyal


Training & Placement Officer
 Army Institute of Technology
 Dighi Hills, Pune - 411015.

4. This appointment stands valid subject to your provided information about yourself, work-ex, Marks & qualifications.
5. This Company shall have the rights to terminate your service without notice and without Assigning any reason thereof, if the information given by you at the time of interview or in the application form is found to be incorrect, or in case of any serious misconduct.
6. You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, Last 3 months Salary Slip while collecting your appointment Letter.
7. Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by 12th February 2016, henceforth, offer will be forfeited.

We look forward to your joining our team for a long, successful and pleasant association.

Regards,
Parul Kulkarni
Assistant Manager – Recruitment
CapitalVia Global Research Limited
Date: 9th February 2016



Accepted



Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.

Date: 9th February 2016

Letter of Intent

Dear **SUNIL,**

Thank you for participating in our selection process. We are pleased to offer you the position of 'Business Analyst' on the following terms and conditions:

1. Your Posting will be at CAPITALVIA GLOBAL RESEARCH LIMITED, Indore.
2. Your compensation on a cost to company basis (inclusive of Basic Pay, all Allowances, Performance Linked Incentives, Bonus, etc.) will be Rs. **4,07,704** (Details of which you can find below).

Business Analyst	
Particulars	Annual Amount (in Rs.)
Basic (Includes Employee's RB Contribution)	1,86,000
HRA	14400
Transport Allowance	4800
Medical Allowance	--
Other Allowance	--
Attendance Allowance	18000
Performance Allowance (PLI)	60000
Special Allowance (Incentives)	1,00,000
Annual Bonus	6000
Loyalty Bonus	9000
Gross Salary	398200
Employer's Contribution to RB	9504
CTC	4,07,704

- Performance Allowance is based on the achievement of your respective KPI's (Key Performance Indicators) & PLI.
 - Annual and Loyalty Bonus will be paid out in the 13th month of your service once you complete a year with the company.
 - Relieving Bonus will be deducted monthly from your salary and get deposited in company's trust and will be paid out to you when you part with the company within 2 year.
 - The binding period will be of 1 years.
3. This appointment will be subject to you being found medically fit.

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 Army Institute of Technology
 Dighi Hds, Pune - 411015.

Sunil
 11/02/16

4. This appointment stands valid subject to your provided information about yourself, work-ex, Marks & qualifications.
5. This Company shall have the rights to terminate your service without notice and without Assigning any reason thereof, if the information given by you at the time of interview or in the application form is found to be incorrect, or in case of any serious misconduct.
6. You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, Last 3 months Salary Slip while collecting your appointment Letter.
7. Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by 12th February 2016, henceforth, offer will be forfeited.

We look forward to your joining our team for a long, successful and pleasant association.

Regards,
Parul Kulkarni
Assistant Manager – Recruitment
CapitalVia Global Research Limited
Date: 9th February 2016

Accepted
Srinivas
11/02/16

HMCL:HR:CP:2016
Dated: 4th Feb 2016

Prof. Manoj S Khaladkar
Training & Placement Officer
Army Institute of Technology
Pune - 411 015.

Dear Sir,

Thank you for being a great host during our teams visit to your Campus.

We are pleased to inform you that the following student(s) from your Institute has / have been selected as a 'Graduate Engineer Trainee' (GET) in our Organization :-

S.No.	Name of the Candidate(s)	Location
1.	PANKAJ. K. TIWARI	} SERVICE Any location as per Organization requirement.
2.	VINAYAK. K. YADAV	
3.	YOGESH BHATT	
4.	DAVID VALENTINE	





Please convey our congratulations to the selected candidate(s).


Kindly acknowledge the acceptance of our offer by the candidate and send us the scanned copy of the above letter duly signed and accepted by him/ her within 2 days to shagufta.rahman@heromotocorp.com and talentsourcing@heromotocorp.com

Thanking you,

Yours sincerely,
For HERO MOTOCORP LIMITED

Diwakar Puri
Head Talent Acquisition
General Manager - Human Resources

PANKAJ KUMAR TIWARI 
VINAYAK KUMAR YADAV 
YOGESH BHATT 
DAVID VALENTINE 


Prof. Khaladkar M.S. (Accepted)

Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.



Terms & Conditions

- The candidate would need to send us filled up Bio-data and Pre-employment medical examination form within One month of his/her selection. These forms were handed over to the candidate after selection. In case he / she needs a copy once again, he / she can write to shagufta.rahman@heromotocorp.com and talentsourcing@heromotocorp.com and we will send PDF version of the form.
- The candidate would need to get his/her check-up done by a registered medical practitioner, and send us scanned copies of the filled up forms along with the reports i.e. Blood test, Urine test, Eye-sight test, ECG & Chest X-ray at the e-mail id provided above. The expenses incurred on medical check-up will be reimbursed by the Company at the time of joining. (Please note that some of the medical tests would be re-done by the Company Doctor at the time of joining. Final joining would be subject to candidates clearing these tests.)
- A formal Letter of Intent (LOI) giving all details including date of joining will be sent to the candidate separately within Four weeks of receipt of documents as above.
- He / she will be required to abide by the Hero MotoCorp 'Code of Conduct' and shall display key values of Hero MotoCorp Ltd. during his/her tenure. Hero MotoCorp 'Code of Conduct' would be made available on the day of joining.
- He / she will not divulge any confidential information of Hero MotoCorp Ltd to outsiders or competitors without prior written permission of the above signed.
- If there are any further clarifications that you require from us, please contact our Joining and Induction Team at talentsourcing@heromotocorp.com or get in touch with Ms. Shagufta N Rahman, who would answer your queries. Her contact details are +911146044319, Email ID: shagufta.rahman@heromotocorp.com.
- In case you have any feedback on our process, please feel free to write to our Talent Sourcing Head at talentsourcing@heromotocorp.com

Khivari
VNS
[Signature]
[Signature]

[Signature]
 P. N. F. Khivari
 Training & Placement Officer
 Army Institute of Technology
 Dighi Hills, Pune - 411015.

Training & Placement Officer
 Army Institute of Technology
 Dighi Hills, Pune - 411015.

Date: 19/01/2016

Mr./Ms. Rohit Kumar

Employee ID - _____

Subject: TERMS & CONDITIONS OF EMPLOYMENT

Dear Rohit,

Following our discussion, we are pleased to extend an offer of full-time employment position with Amdocs Development Center India Pvt. Ltd. (hereinafter referred to as "AMDOCS" or the "Company"), beginning on .. August .., 2016 (or the amended date as will be communicated by the Company), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "Letter").

- Commencement Date:** The formal commencement date of employment is the date you are added to the payroll of the Company. The Terms and Conditions of this Letter shall automatically be treated as withdrawn, null and void, if you do not, for any reason whatsoever, report to work on the indicated date.
- Role:** Your role will be whole time **Software Engineering Associate** however; AMDOCS has a right to vary your role, position and/or department from time to time, according to the needs of the Company.
- Remuneration:** The details of your salary and other benefits, to which you are entitled, are annexed to this Letter. The Company shall withhold or deduct the amount of taxes and contributions from any amounts payable to you as may be required to be withheld pursuant to any applicable law or regulation. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest / penalty thereon.
- Probation:** The first **one (1) year** of your employment is considered as probationary period. During the probation period either party may terminate the employment by giving **thirty (30) days** prior notice and without the need to provide a reason. At the end of your probation period the Company reserves the right to extend your probation period for a further period or terminate your employment by giving **thirty (30) days'** notice to you. In the aforesaid two cases, the Company shall intimate to you in writing regarding the extension or the termination. If, no such communication is received by you from the Company at the end of the probation period, your employment with the Company shall automatically stand confirmed from the end of your probation and no separate confirmation Letter will be issued to this effect.
- Place of Work:** The location of your employment will be the offices of AMDOCS, **Pune**, India; however, the Company may require you to travel within India or overseas or may change the location of your employment, in accordance with the Company's business needs.

Amdocs Development Centre India Private Limited
 6th Floor, Tower – 2, Cybercity,
 Magarpatta, Hadapsar, Pune – 411013
 CIN: U72200PN2004PTC018832
 Maharashtra, India +91-020-40153000 (T)
 www.amdocs.com
 Email: AmdocsIndia@amdocs.com

[Signature]
 Training & Placement Officer
 Army Institute of Technology
 Dighi Hills, Pune - 411015.

6. **Company Policies:** You agree to abide by all the Company's rules and regulations that now exist and/or may hereafter be promulgated. It shall be your duty to study and know the rules immediately upon joining the Company or immediately upon their promulgation. Should you have any queries or concerns pertaining to such rules and regulations, it shall be your duty to seek clarifications from the HR department and lack of knowledge shall not be construed as a reasonable excuse for breach of any rules or regulations.
7. **Duties and Responsibilities:** You are required to perform duties and take up responsibilities, as may be assigned to you by your manager. You shall not refuse to perform other incidental duties and undertake connected responsibilities as and when called upon. If necessary, you shall work such additional hours as may be necessary for you to perform your duties effectively and in accordance with the Company's policies in that behalf and it is agreed that you shall not be entitled to receive any additional remuneration for work done outside your normal hours of work.
8. **No Alternate Employment:** Since it is a full-time employment arrangement with the Company, while in the employment of the Company, you are in no way allowed to be employed in any other organization on a permanent, temporary or part time basis or offer any services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of the Company. You shall comply with all directions given by the Company and faithfully observe all the rules, regulations, and arrangements applicable in this respect.
9. **Undertaking:** You shall not disclose any confidential information of the Company. All the proprietary rights, title and interests in any and all intellectual properties, such as ideas, inventions, or works which are conceived, developed or prepared by you during your employment with the Company, shall vest with the Company absolutely. You shall also be required to comply with certain non-compete and non-solicit restrictions imposed by the Company. As a condition of your employment with the Company, you shall be required to sign and comply at all times with, the attached Confidentiality, Protection of IP rights and Non-Competition Undertaking, which shall constitute a part of your employment with the Company.
10. **Background Checks:** Your employment with the Company is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. The Company reserves the right to perform background and reference checks at any time during your employment when the Company deems it necessary.
11. **Medical Checks:** The Company shall reserve the right to get you medically examined, vaccinated or inoculated by any registered medical practitioner at any time when the Company deems it necessary. Your employment with the Company shall be liable to be terminated on being found physically or mentally unfit by a medical practitioner, appointed by the Company. Further, in case of continuous absence due to ill health beyond three (3) months, the Company reserves the right to terminate your employment.
12. **Company's Right to Monitor:** The Company reserves the right to monitor, intercept, review and access your computer / laptop, cell phone, telephone log, internet usage, voicemail, e-mail, and other communication facilities provided by the Company during your employment with us. It is important that you are aware that any and all communication(s) and activity(ies) on Company equipment or premises cannot be presumed private.
13. **Accuracy of Information:** Your employment with the Company is based on the information and documents provided by you to the Company in the application form / personal data form and otherwise. Such offer shall, at the option of the Company, will be considered null and void and automatically withdrawn; if the Company believes at any time that there is an error or willful suppression of the information or documents provided by you. Should you have already joined


the Company, the Company reserves the right to terminate your employment with immediate effect, without any notice or salary in lieu thereof.

- 14. **Restrictions on Harassment and Discrimination:** You hereby acknowledge that it is unlawful and against the Company's policy to sexually harass any person or discriminate against any person on the grounds of race, color of skin, national or ethnic origin, belief or sexual orientation.. You will at all times inform your superior of any fact, matter or circumstance, with respect to yourself or any other person in the organization, of which you are aware, that constitute harassment or discrimination.
- 15. **Non-Disparagement:** During the term of employment and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.
- 16. **Supporting Documents:** You are requested to submit the following to HR Department along with the acceptance of Terms and Conditions of employment with the Company:
 - a) Four passport size photographs.
 - b) Copy of your Passport.
 - c) Copy of your PAN Card.
 - d) Copies of your education qualifications certificates.
 - e) Copies of the previous employer's relieving Letters (if applicable). The experience Letter/ relieving Letter from the immediate previous employer can be submitted on the Commencement Date.

Please carry the originals of the above documents for verification and filing on the commencement date of your employment.

17. Termination of Employment:

- a) Your employment with the Company can be terminated by yourself or by the Company by giving in writing a minimum of **sixty (60)** days' notice.
- b) The Company however reserves the right to terminate your employment with immediate effect and payment of wages to you in lieu of the balance notice period and it is acknowledged and agreed in advance that this amount will be adequate compensation to you for the early termination of your employment.
- c) In case you have resigned or given a notice to terminate your employment, you are expected and required to diligently serve the entire notice period. However, in such a resignation situation, the Company may, at its sole discretion, without being obligated to do so,
 - (i) Require you to leave service at any time during the notice period without any payment for the balance unexpired portion of the notice period or
 - (ii) Upon your request allow you to leave service during the notice period only upon you making payment to the Company, the amount equivalent to your salary for the balance unexpired portion of the notice period.
- d) In case AMDOCS is paying for the domestic relocation of you and your accompanying family members to the place of your employment, in the event you resign or terminate your employment within Amdocs before one (1) year period, you agree to reimburse to the Company for the for the full amount of the cost of relocation as per the Domestic Relocation Policy. Further, in such event, AMDOCS may set off any amounts due to you at the termination of your employment to reimburse the Company for the cost of the relocation as per the Domestic Relocation Policy.


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 Dighi Hills, Pune - 411015.

- 18. **Misconduct:** The Company reserves the right to dismiss or terminate your employment with immediate effect and without any notice or salary in lieu thereof, for any misconduct on your part, including but not limited to the following:
 - a) You have seriously or persistently breached any of the terms or conditions of your employment with the Company.
 - b) You are, in the opinion of the Company, guilty of misconduct, negligence of duty, disloyalty, dishonesty, breach of confidentiality, misrepresentation, indiscipline, disobedience, irregular attendance and any act detrimental to the interests of the company or otherwise acted in any manner upon which summary dismissal may be justified.
 - c) You are convicted of a criminal offence.
 - d) Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's property.
 - e) Conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients.
 - f) You are guilty of an act constituting misconduct as per the Company's policies or standing orders, if any.

- 19. **Retirement:** You will automatically retire from the Company on attaining the age of **60 (sixty)** years. An extension may however, be given at the discretion of the Company.

- 20. **Corporate Action:** If your employment is terminated by reason of the liquidation of the Company for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganization of the Company or any other corporate action (including a transfer of establishment / unit / undertaking) and you have been offered employment with the company succeeding to the Company upon such event on terms no less favorable to you than the terms and conditions in effect under this Letter, then you shall have no legal or contractual claim against the Company by reason of the termination of the employment.

- 21. **Garden Leave:** The Company may, in its absolute discretion, require you at any time during the notice period not to attend the place of work and/or not to perform any duties for the Company or to perform any such duties, projects or tasks as are expressly assigned to you by the Company. You shall continue to be employed by the Company during such period and therefore shall be eligible to receive your full pay and benefits during any such period. During any such period, the you shall (a) notify the Company of any change of address or contact details, (b) if requested by the Company, refrain from contacting employees, clients and professional contacts of the Company, (c) cease to be an authorized signatory of the Company or hold a power of attorney for the Company, and (d) continue to be bound by the express and implied duties of employment, including, without limitation, by the duty of fidelity and good faith owed to the Company. The garden leave may, at the discretion of the Company, be offset against any annual leave / privilege leave.

- 22. **Restriction on Company's Liability:** You hereby agree that if the termination is found to be wrongful by an appropriate Court in India, based on a non-appealable order, the maximum liability of Company shall not exceed your **fifteen (15)** days salary and statutory benefits for every year of service, in case the Company does not re-instate you in employment.

- 23. **Separation and Release Agreement:** Upon termination of your employment with the Company for any reason, the Company may require you to, and you agree and undertake to sign, a Separation and Release Agreement with the Company at no additional consideration or payment.

- 24. **Indebtedness:** If you owe the Company any amounts through advance payments of salary, loans or any other obligations, at the time of notice of termination being given either by you or AMDOCS, all sums shall be due immediately and subject to set off. Your signature of this Letter is authorization for such a set-off from wages.


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Dighi Hills, Pune - 411015. 2016-0-CAMP-T2-DVC1-P-A168-4

- 25. **Entire Agreement:** The terms and conditions of this Letter along with the Confidentiality, Protection of IP rights and Non-Competition Undertaking are the entire agreement and understanding with respect to the subject matter hereof and supersedes all prior discussions or representations between the Company and you including, but not limited to, any representations made during your interview(s), whether written or oral. This Letter shall constitute the complete and exclusive statement of its terms and no extrinsic evidence whatsoever may be introduced in any judicial, administrative, or other legal proceeding involving this Letter. Any subsequent change or changes in your duties, salary or compensation will not affect the validity or scope of this Letter.
- 26. **Amendments:** No change, modification, or termination of any of the terms, provisions, or conditions of this Letter shall be effective unless made in writing and signed or initialed by all signatories to this Letter.
- 27. **Waiver:** No waiver by the Company of any breach of this Letter shall be a waiver of any preceding or succeeding breach. No waiver by the Company of any right under this Letter shall be construed as a waiver of any other right. The Company shall not be required to give notice to enforce strict adherence to all terms and conditions of this Letter.
- 28. **Data Privacy:** You understand that the Company or any of its affiliated entities and its or their duly authorized agents and employees will be asking for your consent to hold and process, both electronically and manually, the data (including personal sensitive data and information contained in e-mail and attachments to email) they collect, store and/or process which relates to you for the purpose of the administration of their employees and business and compliance with applicable laws, procedures and regulations. It may also be necessary for the Company and/or any of its affiliated entities to forward such data to competent authorities (including tax authorities), future employers and potential buyers of the Company or businesses, accounting, auditors, lawyers and other external advisors or vendors, whether they are located in your country of employment or in other countries, to other offices it may have or to another affiliated entity outside your country of employment where such a company has offices for storage and processing.
- 29. **Severability:** If any of the restrictions, limitations or obligations herein are deemed by a court of competent jurisdiction to be invalid, illegal or unenforceable, then the scope of such restriction, limitation or obligation shall be limited to the maximum limit permitted by law, and such restrictions, limitations or obligation be severable to the extent of any invalidity, and the invalidity or unenforceability of any such restriction, limitation or obligation shall not affect the validity of other terms and conditions entered into.
- 30. **Governing Law and Jurisdiction:** This Letter shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Letter. You and the Company hereby irrevocably submit to the exclusive jurisdiction of any competent courts situated at **Pune** and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

As a token of your acceptance of our offer of the terms and conditions in this Letter, please sign a duplicate of this Letter, in the space provided below and return the same to the HR Department within **15 Days** from the date of receiving this Letter. Our offer for employment under the terms and conditions specified in this Letter shall automatically lapse unless you confirm your acceptance of it and return a copy to us within the prescribed time. You are required to treat this Letter and its contents as strictly confidential and should not disclose the same to any person or entity without our prior written consent.


Training & Placement Officer
 Army Institute of Technology
 Dighi Hills, Pune - 411015.

We look forward to you joining us at AMDOCS. In case you have any questions or would like to discuss the terms and conditions of this Letter, please feel free to get in touch with **Parimal Kumar**.

Sincerely,  **Parimal Kumar**



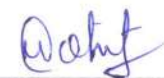
Shyamakant Mishra,
Talent Acquisition Manager
Amdocs Development Center India Pvt. Ltd.

Date:

By signing this Letter, I, the undersigned, ROHIT KUMAR, accept the terms and conditions as stated in this Letter and acknowledge and represent the following:

- a) I have been provided with a copy of this Letter for review prior to signing it;
- b) I reviewed the Letter and that I understand the terms, purposes and effects of this Letter;
- c) I signed the Letter only after having had the opportunity to seek clarifications;
- d) I was not subjected to duress or undue influence of any kind to execute this Letter and this Letter will not impose an undue hardship upon myself;
- e) I executed this Letter of my own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees;
- f) This Letter is in all respects reasonable and necessary to protect the legitimate business interests of the Company;
- g) I have all requisite power and authority, and do not require the consent of any third party to sign this Letter and grant the rights provided herein;
- h) The execution, delivery, and performance of this Letter by me does not and will not conflict with, breach, violate or cause a default under any agreement, contract or instrument to which I am a party or any judgment, order or decree to which I am subject;
- i) I am not a party to or bound by any employment agreement, consulting agreement, non-compete agreement, confidentiality agreement or similar agreement with any other person or entity;
- j) I confirm my agreement to the terms of this Letter, and will comply with every undertaking specified thereto; and
- k) I am legally permitted to reside and be employed in India.

Thanks,

Signature: 
Name : ROHIT KUMAR

Date: 28/1/016


Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.

Remuneration Annexure


Confidential

Total Remuneration (on a Cost to Company basis): INR 350,000.00 per annum (Indian Rupee Three Lakh Fifty Thousand Only)

#	Break-Up	INR per annum
1.	Basic Salary	142,746.00
2.	House Rent Allowance	71,373.00
3.	Special Allowance	72,660.00
4.	Conveyance Allowance	19,200.00
5.	Medical Reimbursement	15,000.00
6.	Leave Travel Allowance	11,891.00
7.	Provident Fund (Employer Contribution)	17,130.00
	Cost to Company	350,000.00

Notes:

1. You will be entitled for leaves (e.g. annual leave and sick leave) as per the applicable Company policy.
2. You will be covered under employee insurance schemes, if any as per the applicable Company policy.
3. Your salary and other benefits shall be subject to deduction of taxes and other statutory deductions, contributions as appropriate and consistent with the Indian tax regulations and other such laws, rules and regulations as applicable to employee remuneration under the law of the land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to property of the company and all other matters as governed by the applicable Company policy.
4. You will be entitled to receiving gratuity under the Payment of Gratuity Act, 1972 upon termination of your employment with the Company, subject to completion of continuous service of five years with the Company. Further, and subject to the applicable Company policy as may be applicable from time to time, the upper ceiling will be the amount as may be prescribed by the Payment of Gratuity Act, 1972.
5. To the extent that you are eligible to receiving any statutory bonus under The Payment of Bonus Act, 1965, any such bonus payment shall be made to you under the terms and conditions of the said Act, as may be from time to time. Please note that any such payment shall only be relevant if you will be found to be eligible to receiving bonus under the said Act.
6. The allowances/benefits are subject to the condition that these will be provided at no additional cost to the Company. If any perquisite value is applicable to any of these allowances/benefits or any tax payable subsequently, the employee shall be liable to pay such additional tax as may be applicable, in accordance with the tax laws.
7. Any amount under reimbursements and not claimed as above till 1st February each year will be paid as lump sum, subject to tax, on or before March 31st of that year or on termination of employment, if earlier.
8. No previous employment with an entity which is part of the Amdocs group shall count for continuity of service in relation to accumulation of social rights.


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- 9. Once a year, in January, the Company will consider your eligibility for a special bonus, based on your performance, your contribution to the Company and the division's and/or Company's business results and future prospects. Your eligibility will be based on all or some of the above parameters, and will be at the Company's sole discretion. Bonus amount and method of payment shall be determined by the Company from time to time. In any case, you will only be eligible to participate in the Annual Incentive Plan if you have been employed by Amdocs for at least six months before the payment of the bonus and that you are still a Company employee at the payment date of the bonus.
- 10. You may be eligible to an annual salary review starting **July 2017** any increments will be discretionary and subject to and on basis of your effective performance and Amdocs' business performance.

Sincerely, 


Shyamakant Mishra,
Talent Acquisition Manager
Amdocs Development Center India Pvt. Ltd.

Date:

I, the undersigned, ROHIT KUMAR, acknowledge that I have received a copy of this Letter, read it carefully and confirm my agreement to it, and will comply with every undertaking specified thereto.

Thanks,

Signature: 

Name : ROHIT KUMAR

Date: 28/1/016


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 Dighi Hills, Pune - 411015.

Gauhar Iqbal

Army Institute of Technology, Dighi Hills
Alandi Road, Pune - 411015

December 15, 2015

OFFER OF EMPLOYMENT

Dear Gauhar,

With reference to your application and the subsequent interviews / discussions you had with us, we are pleased to offer you a career opportunity in our organization as **Graduate Engineer Trainee** in the cadre of **Graduate Trainee (Grade T2)**, to be based at **Pune**.

Your gross emoluments including all direct benefits would be **Rs. 3.50 lacs per annum**.

The other terms and conditions of your employment would be communicated to you on joining. Please submit the following documents to the HR department on or before joining:

√ Copies of certificates relating to your academic qualifications including final year Graduation mark-sheet	√ Proof of date of birth √ PAN card copy √ Copy of cheque leaflet of bank account.
√ Relieving letter and proof of salary from your immediate previous employer (if applicable)	√ Four passport size latest photographs with red background.
√ Experience certificates of the previous employments (if applicable)	√ Medical fitness certificate from an approved Doctor / Hospital

Kindly note that your employment would be subject to submission of the above documents in order. We would expect you to join us on or before **June 1, 2016**, failing which this offer stands invalid.

With best wishes,

For Hyundai Construction Equipment India Pvt. Ltd,

Myung Hwan Lee
Director - Finance & HR

Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.

Chandra Prakash

Army Institute of Technology, Dighi Hills
Alandi Road, Pune - 411015

December 15, 2015

OFFER OF EMPLOYMENT

Dear Chandra,

With reference to your application and the subsequent interviews / discussions you had with us, we are pleased to offer you a career opportunity in our organization as **Graduate Engineer Trainee** in the cadre of **Graduate Trainee (Grade T2)**, to be based at **Pune**.

Your gross emoluments including all direct benefits would be **Rs. 3.50 lacs per annum**.

The other terms and conditions of your employment would be communicated to you on joining. Please submit the following documents to the HR department on or before joining:

√ Copies of certificates relating to your academic qualifications including final year Graduation mark-sheet	√ Proof of date of birth √ PAN card copy √ Copy of cheque leaflet of bank account.
√ Relieving letter and proof of salary from your immediate previous employer (if applicable)	√ Four passport size latest photographs with red background.
√ Experience certificates of the previous employments (if applicable)	√ Medical fitness certificate from an approved Doctor / Hospital

Kindly note that your employment would be subject to submission of the above documents in order. We would expect you to join us on or before **June 1, 2016**, failing which this offer stands invalid.

With best wishes,

For Hyundai Construction Equipment India Pvt. Ltd,

Myung Hwan Lee
Director - Finance & HR

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Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.

SECLORE

Date 31/8/2015

Dear Vivek,

Sub: Offer letter for joining Seclore Technology Private Limited

We are pleased to inform you that you have been selected to join Seclore Technology Private Limited as a Product-Engg - Trainee. Your date of joining will be mutually discussed and agreed upon.

You will be under training and probation for a period of 6 months after which you may be confirmed based on your performance and conduct during this period.

Your total annual remuneration on Cost to Company basis will be Rs. 5,20,000 (Five Lakhs and 20,000 Rs.) as Retention Bonus per year which will be paid at the end of two years.

The structure of your compensation package is flexible and you can consult our accountant to fix up the structure to suite your requirements and constraints, subject to statutory levies, taxes, rules and regulations as applicable.

Please note that this offer will be automatically withdrawn if you fail to confirm the offer by the stipulated date or join by the mutually agreed date without prior written approval from us.

Welcome aboard! We look forward to your contribution to the growth and success of Seclore Technology in the coming months and years!

For Seclore Technology Private Limited.


Shraddha Reghe

HR Manager

Seclore Technology Pvt. Ltd.
CIN:- U72200MH2003PTC139712


Training & Placement Officer
Army Institute of Technology
Dighi Hills, Pune - 411015.

Excom House, Ground Floor, Plot no: 7 & 8
Off. Saki Vihar Road, Sakinaka, Andheri (E)
Mumbai - 400072. India

+91 22 6130 4200
+91 22 6143 4800

www.seclore.com
info@seclore.com