



**VSH SOLUTIONS PRIVATE LIMITED**

#7, Silver Estate, D Building,

S.No: 629/2/2, Bibwewadi Pune-411037

Maharashtra, India

**Date:** 31st August 2020

To,

Nkhil Shinde,

**Subject: Offer letter**

Dear Nikhil,

With reference to your subsequent interview, we are pleased to offer you the internship in “**Software Engineer**” in our company based at Pune. The duration of your internship will be of 06 months effective from Jan 1st, 2020.

You are requested to present whole month or minimum twice in a week for sessions to introduce you to the technologies and processes used in our company from September 2020 to December 2020. Your monthly stipend during this period will be of INR 1,000.00/-

Your Internship program will commence from January 2021 to June 2021. During this tenure you will be paid monthly stipend of INR 07,000/-. You will be on our payroll after completion of internship with permanent Software Engineer position with annual CTC of INR 2, 00,000/-(Rupees Two Lakhs Only).

Kindly send us an email confirming the receipt of this offer letter as a token of acceptance.

Yours faithfully

For **VSH Solution Private Limited**

**SayaliDeshmukh- HR Manager**

Accepted & Agreed

**Mr. Nikhil Shinde.**



Reference: ZCST/AL/055

Date: 3/ 11 /2020

**Ms. Priya Chaudhari**

Sukhsagar Nagar part 2,  
Opposite to mahanada society,  
Katraj ,Pune 411046

**Subject:** Regarding Offer of Appointment with Zplus Cyber Secure Technologies Pvt. Ltd as  
**Software Developer**, Department: **Software Development**

Dear **Priya Chaudhari**,

With reference to your discussion with the company, we are pleased to make an offer of employment for the position of **Software Developer**, Department: **Software Development** at our organization. After probation period your CTC of **96,000 Rs./- (ninety-six thousand only)**.

A letter of appointment will be given to you on joining.

This offer of appointment is firm subject to all the following:

- a) Verification from previous employments, Please note that if any of the information given by you is found to be incorrect, this offer will be revoked.
- b) Submission of copy of the letter of resignation from your current employer duly acknowledged within a week of the date of this letter
- c) Communication to us in writing, within 1 week of the date of this letter, the confirmed date of your joining our company.
- d) Accept the letter with below term and condition.
  - Your probation period will be for **two months** starting from the date of you're joining. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management.
  - Your pay during the probation period will be performance base.
  - In case, any of the party wishes to call off the contract then it can be done by giving a notice period of 60 days.



Kindly note that if you do not meet the above requirements, this offer will be revoked automatically.

We look forward to a positive confirmation from you and to your joining the Zplus Cyber Secure Technologies Pvt. Ltd team.

Yours truly,  
For, Zplus Cyber Secure Technologies Pvt. Ltd,

—

**Gorakh Bhosale**

Managing Director  
Enclosure: Salary Details



Reference: ZCST/AL/055

Ms. Priya Chaudhari, Designation: Software Developer, Department: Software Development

<b>Salary Structure 2020-21</b>				
<b>Earnings</b>	<b>Amount(Rs)</b>	<b>Per Annum(Rs)</b>	<b>Deductions</b>	<b>Amount(Rs)</b>
Monthly Components	<b>8,000</b>	96,000	Professional Tax	250
Basic Salary	5000		Empl ESI	
HRA	1000			
Conveyance Allowance	1000			
Educational Allowance	1000			
Other Allowance				
Incentive				
<b>Gross Pay</b>	8,000		<b>Total Deductions</b>	<b>250</b>
<b>Take Home</b>	7,750			
<b>Cost to Company</b>		96,000		

Authorized Signatory



Date: 18<sup>th</sup> Jan 2021

**Subject: Letter of employment offer - Software Engineer**

Dear Adwait,

Following our recent interview, we are delighted to offer you the employment with SelfMade Software Pvt. Ltd.

SelfMade Software Pvt. Ltd is a wholly owned subsidiary of SelfMade Group B.V. the parent company of Munro Tailoring B.V., The Netherlands. You will become a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of software products, support and relevant services.

We are confident, you will find this new opportunity both challenging and rewarding. The following points outline the basic mutually agreed terms of offer.

**Title:** Software Engineer

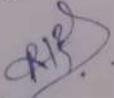
**Start date:** 1<sup>st</sup> Aug 2021. (or after successful completion of your graduation)

**CTC / Year:** Rs 400000.00 (Rupees Four lacs per year)

Please refer 'Annexure A' for detail distribution of your CTC and 'Annexure B' for 'Terms and Condition' as a part of the offer letter. This offer is subject to successful completion of internship with SelfMade Software Pvt Ltd.

We look forward to the opportunity to work with you in an atmosphere that is successful, mutually challenging and rewarding.

Director



AP Rakshie

SelfMade Software Pvt. Ltd.



**Annexure A**  
 CTC Distribution

**Name: Adwait Kulkarni**

**Designation: Software Engineer**

Details	Monthly	Annually
Basic Salary	10769.00	129228.00
HRA	8076.00	96912.00
Special allowance	3393.33	40720.00
LTA	2000.00	24000.00
Education Allowance	200.00	2400.00
Medical reimbursement	1250.00	15000.00
Internet reimbursement	1000.00	12000.00
Petrol reimbursement	1600.00	19200.00
Wellness Allowance	1000.00	12000.00
Bonus	2245.00	26942.00
<b>Total Income</b>	<b>31533.33</b>	<b>378400.00</b>
Employer's PF contribution	1800.00	21600.00
<b>CTC</b>	<b>33333.33</b>	<b>400000.00</b>

**Additional Benefits**

- ✓ Medical insurance of 5 Lacs for your family including spouse, 2 children and dependent parents.
- ✓ Gratuity as per Government Act. this component is not included in CTC.
- ✓ Profit share: This is a component shared yearly with Munro Tailoring and SelfMade Software Pvt. Ltd employees based on standard terms and conditions.

**Annexure B**

This has reference to offer letter dated 18<sup>th</sup> Jan 2021. We are pleased to offer you an Appointment as Software Developer in our organization on the following terms and conditions with effect from 01<sup>st</sup> Aug 2021. As agreed, your salary (CTC) will 4,000,00.00 per year. (Rs Four lacs per year)

This document mentions terms and conditions are between SelfMade Software Pvt. Ltd, henceforth termed as an "Organization" and its hired employee (contracted, temporary or permanent). Acceptance of offer of employment by an employee shall be considered as an unconditional agreement of "Terms & Conditions".

These "Terms & Conditions" is applicable for Full Time Employees. "Terms & Conditions" for internship will be provided separately.

## **1. Organization Culture**

Employee must follow and respect Organizational culture and Identity. Employee will be an integral part of work culture and always contribute to maintain and improve the same.

## **2. Duties and Responsibilities**

Employee will be expected to perform the duties and responsibilities of the roles that will be agreed and assigned time to time by the Organization. It should not be presumed that the scope of Employee's duties is circumscribed or limited by the designation and it should be clearly understood that the Organization reserves the right to allot any type of duties whatsoever consistent with the work requirements and the nature of the employment.

The Employee will not carry out any work for third parties and will refrain from doing business on his own account, without the Organization's written permission. The Employee will also not accept or stipulate any financial or other benefits from third parties, whether directly or indirectly, which could be considered to be connected with his work at or for the Organization.

## **3. Compensation**

The CTC agreed upon by the offer will be inclusive of allowances, associated components and 8.33% bonus. As per regulations of Government or Local authorized body taxes will be deducted from salary. E.g. Professional tax, Income tax.

Salaries will be revised every year at the end of financial year based on the salary scheme of the Organization. Organization reserves the rights to amend salary on mutual agreement if need arises.

## **4. Internship**

The offer is subject to successful completion of internship program, which starts from 18 January 2021. In the internship program, you will receive stipend of Rs 12,000 per month. During the period of internship program, you will be allowed to avail unpaid leaves for examination and preparation. More details of internship program will be provided separately.

## **5. Profit sharing**

On top of the compensation mentioned above, at sole discretion of Organization's management an annually profit sharing can be given, based on the Profit of the SelfMade Group. The amount will be announced latest in June and paid out in August.

## **7. Probation**

On commencing of an employment every employee shall be on probation period for 3 months. The Organization reserves the right to terminate Employee's services during the above period at any time without assigning any reason whatsoever and without notice or pay in lieu thereon. The probationary periods may, exceptionally, be extended or reduced subject to an employee demonstrates satisfactory level of performance.

## **8. Termination**

On termination of employment with the Organization irrespective of the circumstances, Employee are bound to return any material items belonging to the Organization per inventory, and all non-material items in Employee possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of Employee role (login credentials, business contact information).

Employee are also bound to repay any and all outstanding debts or loans due to the Organization and the Organization is hereby authorized to deduct from any payments due to the employee the amount due to the Organization.

## **9. Compensation of training cost due to premature termination by employee**

With acceptance of this offer, you acknowledges that substantial costs will have been invested on you for training, specifically for effectively handling the job responsibilities and, any discontinuance of the employment before the expiry of the one year term would unfairly prejudice the Company, and, as such, the Employee undertakes not to leave the services of the Company, for any reason whatever, for a minimum period of one year from the date of his/her joining the services of the Company.

In case the Employee, for any reason, leaves the services of the Company before the said period of One Year, then he/she shall forthwith pay a sum of Rs 1,50,000 (Rs one lakh fifty thousand only) being the indemnification of the cost of training to the Company. The Employee undertakes not to dispute the amount, and shall pay the amount, before requesting for formal relieving order from the Company & at the same time company has full right to initiate appropriate legal proceeding against the Employee.

## **10. Notice Period**

A notice of 1 months is required during the first year of Employee employment with the Organization by either party to terminate this contract. In subsequent years either party may terminate the contract with a notice period of 2 months. Notice period is considered to start from the point the termination letter is received by the other Party. However, when situations warrant, as in the case of breach of policies, the Organization may decide to terminate the contract with immediate effect.

## **11. Working Hours, Holidays and Leave**

Normal working hours of the Organization are 9:30AM to 6.30PM Monday to Friday. Lunch time will be from 1.00 pm to 1.30pm. Saturday and Sunday are Weekly holidays.

As per Government regulations each employee avail 9 days per year as mandatory Holidays. List shall be informed every year.

Employee will be entitled for 21 days holidays per year on accumulation basis. All holidays taken need to be preapproved. A maximum of 3 weeks of vacation days may be taken in a continuous period. The Organization

is entitled to specify collective days off up to a maximum of two days per calendar year. The entitlement to vacation days is built up in proportion to the number of working hours. If by the end of the calendar year the amount unused holidays exceed the legal maximum (42 days), the Organization will be entitled to pay out the exceeding number unused holidays.

## **12. Expenses and Reimbursement**

Employee will be reimbursed necessary and reasonable out-of-pocket expenses incurred as part of delivering responsibilities subject to submission of bills/tickets or associated documents and approval of the same by the Organization.

## **13. Travel**

Employee may also be required to travel as part of employment. Employee will be intimated ahead of time to give sufficient time to prepare for this. Expenses and compensation for Travel will be based on location of travel needed for business demands and approval of the same by the Organization.

A travel allowance of 45 euro per day will be paid for all expenses, excluding housing and airplane ticket, when visiting the parent company in the Netherlands.

## **14. Medical**

Organization may decide to terminate Employee based on valid medical advice that Employee have become physically/mentally incapacitated to such an extent that Employee is unable to deliver the responsibilities.

## **15. Medical / health insurance**

Organization offers basic medical / health insurance to the Employee.

## **16. Internet allowance**

A monthly contribution for high speed internet (4Mb minimum) of INR 1000 is paid to Employee.

## **17. Training**

The Organization may select and offer training for employees at the Organization location or outside at its own discretion. Employee will be required to attend these trainings and assignments

## **18. Clothing arrangement**

Employees can avail flat 65% discount (pricelist NL) on orders made with Atelier Munro. Maximum discount amount can not exceed more than EURO 1000.00 per year.

**18. Company's property**

Employee shall be responsible for safe keeping and return in good condition and order, the company's property which may be in your use/custody/care or charge. The company reserves the right to deduct money value of all such items from your emoluments and / or take such action as it deems proper in the event of your failure to account for them to the satisfaction of the company.

**19. Intellectual Property Rights**

Organization will retain ownership of all intellectual properties generated during the course of Employee employment as part of duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by Employee individually or as part of a team during the course of Employee employment and as part of Employee employment will be wholly vested in the Organization. By this contract Employee have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement Employee are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Organization as required by Employee employment.

**20. Non-Disclosure**

Both during the period of the employment contract and after its termination, the Employee is not permitted to disclose in any way to third parties, in any form, directly or indirectly, any particulars of or concerning the Organization or concerning or connected with a company affiliated with the Organization, including but not restricted to customers, production companies, suppliers of semi-finished or finished products, models and designs, regardless of whether such information is accompanied by a designation indicating the confidential nature of the information, and regardless of the manner in which the Employee has learned of the particulars. Infringement of this obligation can be considered by the Organization as an urgent reason for instant dismissal. On the termination of the employment contract, the Employee is obliged to provide to the Organization all information, in whatever form, that is held by him. The making of duplicates and/or copies of this information is not permitted.

In the event of the infringement of this duty of confidentiality, the Employee is liable to pay the Employee an immediately payable penalty of INR 250,000, as well as INR 25,000 for every day that this infringement continues, without prejudice to the Organization's right to claim compensation for the damage actually suffered.

**21. Non-competition clause/business relations clause**

The Employee is not permitted:

1. during a period of one year after the termination of the employment contract, without the Organization's prior written permission, to establish, conduct, jointly conduct or arrange to have conducted a company in competition with the Organization or a company affiliated with the Organization's company, or to have any interest in such a company, or to work at or for such a company in any way, whether or not in return for reimbursement.

2. either during the period of the employment contract or during a period of one year after the termination of the employment contract, without the Organization's prior written permission, to induce employees of the Organization or a company affiliated with the Organization's company to terminate their contracts of employment with a view to competing in any way with the Organization or with a company affiliated with the Organization.
3. during a period of one year after the termination of the employment contract, to work for or to be involved or employed in any way with, whether or not in return for a reimbursement, or to have a financial interest in, a business relation or prospect of the Organization and/or a company affiliated with the Organization, for which business relation or prospect the Organization and/or a company affiliated with the Organization carries out, has carried out or will carry out work.
4. to approach business relations/prospects of the Organization or of companies affiliated with the Organization as specified under point 3, in self-interest or in the interests of third parties, with a view to inducing them to end the relationship with the Organization or with companies affiliated with the Organization, whether or not for the benefit of a competitor.
5. For every infringement of this non-competition/business relations clause or of the non-solicitation clause, the Employee is liable to pay the Organization an immediately payable penalty of INR 250,000, as well as INR 25,000 for every day that this infringement continues, without prejudice to the Organization's right to claim compensation for the damage actually suffered.

## **22. Warranty**

Employee represent and warrant to the Organization that the terms and conditions of Employee employment are legal, valid and binding upon Employee and acceptance of the same by Employee and the performance of Employee obligations pursuant to Employee employment by the Organization does not and will not constitute a breach of, or conflict with the terms or provisions of, any agreement or understanding to which Employee are a party (including, without limitation, any other employment agreements).

## **23. Transparency**

The letter of appointment is being issued to you on clear understanding that there is nothing on your past record which would have prevented the Management from offering you employment. If however, it is found at any time hereinafter that your past record is objectionable or if any declaration given by you or statement made by you to the management is false or if you have wilfully suppressed any material information, in such a case you will be liable to be removed from the services of the company forthwith without any notice.

## **24. Unilateral changes clause**

The Organization reserves the right to unilaterally amend the employment contract if he has a such a weighty interest therein that this outweighs the interests of the Employee in accordance with the standards of reasonableness and fairness.

## **25. Jurisdiction**

# SELFMADE

SELFMADE SOFTWARE PRIVATE LIMITED

505+506, Lunkad Sky Vista, New Air Port Road  
Survey No 230/A/3/2, Viman Nagar, Pune  
Maharashtra, India - 411014  
☎ +91 20 69 333 406

Employee employment shall be governed by and construed in accordance with the laws of India and the courts of Pune, Maharashtra shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with Employee employment with the Organization or any of the terms and conditions of Employee employment with the Organization.

Employee has read the abovementioned terms and conditions and has understood the same and does hereby agree to abide by the terms and conditions. Employee is signing this document as a token of my having accepted the Appointment and abovementioned terms and conditions.

Date: 18<sup>th</sup> Jan 2021

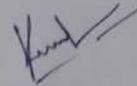
Date: 18<sup>th</sup> Jan 2021



**AP Rakshe**

Director

SelfMade Software Pvt. Ltd.



**Adwait Kulkarni**

Ref: 796767/1885650/JTA

01-JUN-2021

**Ms. Harshada Nemgonda Patil**  
**Pune (Mah) - 411024**  
**Mobile: 7447227272**

**Subject: Offer of Appointment**

Dear **Ms. Harshada Nemgonda Patil**

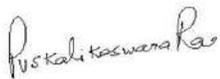
It is our pleasure to welcome you to **Tech Mahindra Limited**.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Jr. Software Engineer at Band 'U' and Sub Band 'U1'** under **JTA Scheme**.
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**" (**ELITE**) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 2,05,000 (Indian Rupees Two Lac Five Thousand Only)** Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following: -
  - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
  - Meeting the set eligibility criteria at the end of your academic course
  - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
  - Submission of all necessary legal documentation pertaining to your employment.



7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of 2 years from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **Indian Rupees.15,000/- (Indian Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.
8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
9. You are required to join on **03-JUN-2021** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.
10. You are requested to report to **VINCY VARGHESE** at **9:00 AM** to complete the joining formalities at **TECH MAHINDRA LTD,PLOT NO 01, RAJIV GANDHI INFOTECH PARK, PHASE 3, HINJEWADI, PUNE,SPECIAL ECONOMIC ZONE,PUNE-411057(MAHARASHTRA),INDIA**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
12. Kindly confirm your acceptance of this offer of appointment to **FresherQuery@TechMahindra.com** by **03-JUN-2021**.

For Tech Mahindra Limited



**Venkat Paturi**  
Head - Resource Management Group

**Encl:** Annexure-A & B Salary Structure, Annexure-C Important / Indicative Terms & Conditions of Employment, Annexure-D Check List of Documents, Annexure-E Confidentiality Agreement, Annexure-F Medical Self Declaration, Annexure G Intellectual property Assignment, Annexure-H ? General Covenant, Annexure - I Acknowledgement, Annexure J Indemnity bond.

Date:

Signature:  
**Harshada Nemgonda Patil**

**ANNEXURE - A**

NAME	<b>Ms Harshada Nemgonda Patil</b>	
TITLE	<b>Jr. Software Engineer</b>	
BAND	<b>U1</b>	
LOCATION	<b>PUNE</b>	
	<b>COMPONENTS</b>	<b>Per Annum (All figures in INR)</b>
	BASIC (@30% OF TOTAL FIXED PAY)	40887
	HRA (@50% OF BASIC)	20444
	BONUS / STATUTORY BONUS	24000
	EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	4906
	FLEXIBLE COMPONENTS OF TFP	46052
	<b>TOTAL FIXED PAY..... (A)</b>	<b>136289</b>
	<b>TOTAL VARIABLE PAY (TVP)..... (B)</b>	<b>15143</b>
	<b>ADDITIONAL BENEFITS..... (C)</b>	<b>8568</b>
	GRATUITY	1967
	INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	6601
	<b>TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)</b>	<b>160000</b>

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the 'Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component

**(Contd...)**

## ANNEXURE A (Contd...)

### 3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:

- a) **Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakh** to the beneficiary on the unfortunate death of the associate
- b) **Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **INR. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self + spouse + up to 2 children) will be **INR. 2 lakh**.
- c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **INR. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

### 4. **Deductions:**

- a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
- b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

#### **Notes:**

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'.

For Tech Mahindra Limited,



**Venkat Paturi**  
Head - Resource Management Group

**ANNEXURE - B**

NAME	<b>Ms Harshada Nemgonda Patil</b>	
TITLE	<b>Jr. Software Engineer</b>	
BAND	<b>U1</b>	
LOCATION	<b>PUNE</b>	
	<b>COMPONENTS</b>	<b>Per Annum</b> (All figures in INR)
	BASIC (@30% OF TOTAL FIXED PAY)	52881
	HRA (@50% OF BASIC)	26441
	BONUS / STATUTORY BONUS	24000
	EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	6346
	FLEXIBLE COMPONENTS OF TFP	66601
	<b>TOTAL FIXED PAY..... (A)</b>	<b>176269</b>
	<b>TOTAL VARIABLE PAY (TVP)..... (B)</b>	<b>19586</b>
	<b>ADDITIONAL BENEFITS..... (C)</b>	<b>9145</b>
	GRATUITY	<b>2544</b>
	INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	6601
	<b>TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)</b>	<b>205000</b>

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component

**(Contd...)**

## ANNEXURE B (Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:
- Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR. 20 lakh** to the beneficiary on the unfortunate death of the associate
  - Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **INR. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR. 2 lakh**.
  - Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **INR. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.
4. **Deductions:**
- The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
  - Statutory Deductions: Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

### Notes:

- Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
- For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
- Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
- Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
- Gratuity shall apply as per the 'Payment of Gratuity Act 1972'.

For Tech Mahindra Limited



**Venkat Paturi**  
Head - Resource Management Group

## ANNEXURE - C

### 1. Terms and Conditions

#### (a) Code of Conduct

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of The Company.

#### (b) Secrecy

You are expected to maintain utmost secrecy with regard to the affairs of The Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of Tech Mahindra Limited. or its Affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients.

Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated.

#### (c) Conflict of Interest

Your position with The Company calls for whole time employment and you will devote yourself exclusively to the business of The Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with The Company, without written permission from The Company. Contravention of this will lead to termination of your services from The Company without any notice, with or without any liability on the part of The Company for payment of any compensation in lieu of such notice as per the procedure mentioned in **Clause 3**.

#### (d) Non-Solicitation / Non-Compete

You acknowledge that you have signed Covenant against Disclosure and Covenant Not to Compete/Non-Solicitation ("Covenant"), which is incorporated into this Agreement by reference and is made a part of this Agreement and that it constitutes an integral part of the terms of your employment. In the Covenant, you have agreed that for a period of twelve months following termination of your employment for any reason whatsoever you also confirm and agree that these restrictions are reasonable and are legitimately required to protect the business interest of the Tech Mahindra Ltd.

- i) You will not solicit business and/or sell services/products or build business relationship with customers, you were directly or indirectly involved with, during your tenure in Tech Mahindra Ltd
- ii) You will not interfere with its business relations, including but not limited to soliciting or providing services to any of Tech Mahindra's clients (except as directed by Tech Mahindra Ltd), directly or indirectly.
- iii) You will not be employed by a client of Tech Mahindra Ltd for which you performed services while employed by Tech Mahindra.
- iv) You will not solicit or induce Tech Mahindra Ltd associates to join a client or to compete with Tech Mahindra Ltd.
- v) You undertake not to solicit or induce or endeavor to solicit or induce any consultant, supplier or service provider to cease to deal with the Company and shall not interfere in any way with any relationship between a consultant, a supplier or a service provider and the Company.

**(e) Exclusivity of Services, Publications, Gifts/Anti-bribery**

You shall devote all work efforts exclusively to The Company and the furtherance of its interests. Any engagement in additional activities for remuneration or any direct or indirect participation in other enterprises of any kind requires the prior written consent of The Company. The Company's consent shall not be required for ordinary acquisitions of shares or other participation for investment purposes. Membership in the board of directors or supervisory board of other enterprises shall be subject to The Company's prior written consent. Any publications and lectures by you on topics relating to The Company's business or interests shall be subject to The Company's prior written consent.

You agree, to not accept or demand loans, rewards or other benefits, or promises thereof, from The Company's clients or other persons with whom the Associate has official or business contacts in the context of the Associate's activities for The Company, without The Company's prior written consent.

You hereby covenant and undertake that you will:

- Not engage in any actions that are, or could be seen to be, bribery of foreign public officials as described in the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, the Foreign Corrupt Practices Act of the United States of America (the "FCPA"), the Anti-Terrorism, Crime and Security Act 2001 and Bribery Act, 2010 of the United Kingdom of Great Britain and Northern Ireland; and
- Comply with all United Kingdom, United States, German and other Applicable Law prohibiting bribery and in doing so will provide nothing of value to any government official.
- Not directly or indirectly offer or have offered or give or given or agree or agreed to give or given to any person any gift, success fee, rebate or consideration of any kind whatsoever including speed or facilitation money or indulge in any activity as an inducement or reward for influencing or carrying out any act and specifically in relation to any business opportunity or a customer including for the purposes of collection or for showing any favour or disfavour to any person or persons in relation to such performance.

**(f) Confidentiality / Non-Disclosure**

You must return to The Company, upon request, and in any event, upon termination of your employment, all documents and tangible items which belong to The Company or which refer to any confidential information and which are in your possession or under your control.

- i) You must, if requested by The Company, delete all confidential information from any reusable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in your possession or under your control.
- ii) All software, systems, ideas, concepts, designs, documentation or any other material produced by you, during the period of your assignment to the Tech Mahindra will either be Intellectual Property of the Tech Mahindra or that of its customers. You will not have any rights to such material as described above.

You shall execute / sign the Confidentiality Agreement as and when required by Tech Mahindra Limited or the Client.

**(g) Mandatory Period of Service**

In consideration of impartation of training, you shall work in the Company at least for the mandatory period as mentioned below.

During such period of training (including on the job training) and Mandatory Period of Service of **24 (Twenty Four)** months from the date of your joining, you shall not leave, abandon or resign from the services of the Company. In the event of:

- i) Yourself leaving, abandoning or resigning from the services of the Company  
or
- ii) Your services being terminated by the Company for nonperformance, breach of any of the terms & conditions of your service or for any other reason whatsoever,

During the above-mentioned period of training and 24 (twenty four) months of mandatory period of service, you shall be liable to follow the terms and conditions mentioned in the Indemnity Bond. You are required to execute the Indemnity Bond on **INR. 500 (Rupees Five Hundred)** Stamp Paper and submit the same at the time of joining.

**2. Assignments/Transfer/Deputation**

On completion of your training period, The Company reserves the right to send you on training/deputation/secondment/transfer/assignments to sister companies, associate companies, clients' locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you.

You shall, only at the request of The Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned/seconded/deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests

**3. Termination of Employment**

- i) **Training Period:** During the initial training period as mentioned in Offer letter, your performance would be closely monitored and if your performance is not as per the prescribed criteria, the Company reserves the right to terminate your services without notice.
- ii) Either party can terminate this employment by serving a notice of 90 days on the other. The Company may at its absolute discretion make a payment representing salary (basic) in lieu of notice of termination. However, for cause like misconduct, gross negligence, willful insubordination or disobedience, misbehavior or non-performance, Tech Mahindra Limited may terminate your services with immediate notice. The Company shall have the right to place you under suspension on subsistence allowance and benefits as applicable pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud or other circumstances, which expressly provides for termination of your employment which if proved, would entitle The Company to dismiss your services summarily.
- iii) In the event of your serving on The Company a notice of termination of employment by submitting a resignation letter, your release will be governed by the relevant policies in force at that point in time, subject to satisfactory handing over of your duties, responsibilities, Company documents, Company assets, etc. to the relevant parties.

- iv) In case of Associates who are governed by any other service agreement(s) for serving a minimum stipulated period, the associate will need to mandatorily fulfill requirements of **Clause 3** along with applicable exit policy clauses under stipulated service period agreed to and provided therein.
- v) Unauthorized absence or absence without permission from duty for a continuous period of 7 working days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.
- vi) You will be governed by The Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated as per the procedure mentioned in **Clause 3** herein above. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.
- vii) Reference check will be made from your previous employers and other references as may be deemed appropriate. In case there is any adverse report against you which may be detrimental to the interests of The Company or if the information furnished by you is not true, The Company reserves the right to terminate your services as per the procedure mentioned in **Clause 3** herein above on the grounds of misrepresentation of facts.
- viii) In addition to The Company's right to carry the above verifications, you shall fill in and sign the Criminal Disclosure Declaration Form. In the event you have been accused, charged and/or convicted for any criminal offence, at any time whether prior or subsequent to your joining The Company, you shall make full disclosure of the same and furnish all necessary documents in support thereof. In the event you have been accused, charged and/or convicted for any criminal offence, your joining shall be subject to specific written confirmation from The Company. The Company at its sole discretion reserves the right to terminate your employment as mentioned in **Clause 3** or take appropriate disciplinary action against you or revoke this Offer Letter. In the event of suppression of any facts, The Company shall be entitled to take such other action at any time as it may deem fit.
- ix) The Company reserves the right to carry out banned/ illegal drugs/narcotic substance screening tests on you at any point of time during your tenure. You understand and acknowledge that this is a requirement and you have no objections whatsoever if such checks, banned/ illegal drugs/narcotic substance screening tests and verifications are carried out by The Company or a third party agency engaged by The Company. Arising out of such verification or check or otherwise, if it is detected that the information furnished by you in your application is misstated or is unstated or document submitted by you are not correct or banned/ illegal drugs/narcotic substance screening tests, results are positive, The Company shall, at its sole discretion be entitled to forthwith terminate your employment as per the procedure mentioned in Section 3(a) herein above and/or revoke your appointment with The Company, without further reference in the matter.

#### 4. **Statement of Facts**

- a) It must be specifically understood that this offer is made based on your proficiency on Technical/Professional skills you have declared to possess as per the application, and on the ability to handle any assignment/job independently anywhere in India or overseas. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by The Company, The Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.

- b) You confirm and represent that there exists no personal circumstances which are likely to affect your liability to discharge your obligations in the course of your employment. You further undertake to notify, your line manager and HR Manager immediately of any material change in personal circumstances that may have impact on the status of your employment including, but not limited to, criminal convictions and/or cases pending, health issues, right to work in the country where work is to be performed etc.

## 5. **Company Policies**

You are required to comply with all the policies of the Company including but not limited to the Code of Ethical Business Conduct, the Anti-Sexual Harassment Policy and such other policies, as communicated to the associates of Tech Mahindra from time to time. In case of any violation or failure to comply with such Company Policy/policies, the Employee shall be subjected to the disciplinary action as per company policy. These policies are available on Tech Mahindra's intranet. You are requested to visit the site at frequent intervals to get all updates / changes. By signing a copy of this letter, you are consenting that you will visit the intranet site and get familiar with Tech Mahindra's policies. Tech Mahindra reserves the right to interpret, change, suspend or terminate any of its benefits, policy plans or programs in accordance with its needs from time to time.

## 6. **Personal Indebtedness**

Tech Mahindra Limited shall not be responsible for personal indebtedness or other liabilities incurred by you, during/prior to your employment with Tech Mahindra Limited. You understand and accept that you shall have no authority to pledge the credit of Tech Mahindra Limited to any person or entity without Tech Mahindra Limited's prior written authorization.

## 7. **Restraints**

### **Access to Information**

Information is available on need to know basis for specified groups. The network file server is segregated to allow individual sectors for projects and units. Access to these are authorized through access privileges approved by unit Mentors or Project Mentors.

### **Authorization**

Only those authorized by a specific power of attorney may sign legal documents, representing The Company.

### **Smoking**

We owe and assure a smoke free environment for our Associates. Barring some areas, the entire office premises including conference rooms, lobbies, is declared as "No-Smoking Zone".

### **Passwords**

Access to our network, development environment and MS-Exchange is through individual's password. For security reasons it is essential to maintain confidentiality of the same.

### **Unauthorized Software**

You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.

### **Security**

Security is an important aspect of our communication and office infrastructure. We have security personnel

deployed on all the floors who take care of the security. Those of you who wish to work late or early hours are requested to produce their identity cards to the Security personnel on demand. If there is a need to take some of the equipment's/infrastructure out of the office premises for any reason the associate shall obtain the gate pass from the security staff after the authorization from your mentor.

The communication security is maintained by controlling physical access to computer systems, disabling all workstation floppy disk drives, and a Company-wide awareness about the need for protection of intellectual property and sensitive customer information. For some projects, The Company uses sophisticated data encryption devices. Your work table and storage space is lockable. Please ensure they are locked when unattended. Duplicate keys are maintained with Security. One can take a duplicate key after signing for it for one's own or team member's table or storage.

**(a) Destroying Papers & Material**

Any official communication, which is confidential in nature, shall be destroyed through paper shredder after the purpose is served.

**(b) Use of Company Resources**

- (i) You shall use The Company's resources only for official purposes as per the applicable Company policy.
- (ii) The Company shall have the right to access the files, folders and data stored in the official laptop provided to you by the Company and to keep track on individual users activity and logs stored in the official laptop. Further the Company may also monitor the emails and email traffic in your official mail id provided by the Company as measure to ensure compliance with Company's policies and network security. You also authorize the Company representative to access all the data and information stored under your mail id during and after employment with the Company and this access is provided under the applicable data privacy laws. You also expressly waive any other rights as may be available under the applicable Data Privacy laws against the Company for providing such access.

**8. Overseas Service Agreement**

As The Company will be spending substantial amount of time and money for your deputation / secondment abroad, you may be required to sign a deputation agreement with The Company and may also be required to execute a Surety Bond on such terms, as The Company may deem appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) your returning to India after completion of the project and serving The Company for a stipulated period).

**9. Intellectual Property Rights**

You agree to disclose any invention, development, process, plan, design, formula, specification, program or other matter of work whatsoever (collectively "the Inventions") created, developed or discovered by you, either alone or in concert, in the course of your employment and the same shall be the absolute property of The Company. Any Intellectual Property Rights and rights to inventions arise out of your activities hereunder, or if ownership rights cannot be transferred under applicable law, any exploitation rights relating thereto, shall be transferred to The Company in accordance with applicable law. You shall, as and when requested by The Company (at Company's cost and expense), assist The Company in perfecting the Intellectual Property Rights in any manner The Company deems fit.

You shall execute/sign the Intellectual Property Rights Assignment document as and when required by Tech Mahindra Limited or the Client.

**10. Jurisdiction**

Even though The Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be in the courts in **Mumbai** only.

11. **Retirement**

Your services with the Company will come to an end immediately upon your attaining the age of retirement as per the then prevailing policy of the Company. For the purpose of determining this, the age recorded with The Company shall be considered as final and conclusive.

Termination of employment may also be initiated earlier by either party by serving prior written notice on the other, as per the notice period stipulated in this letter.

12. **General**

The above terms and conditions including those in (**Annexure ? A & B** Salary break up) are based on Company policies, procedures and other rules currently applicable in India as well as Overseas and are subject to amendments and adjustments from time to time. In all services matters, including those not specifically covered here such as Traveling, Leave, Working Hours, Retirement, Code of Conduct, etc. you will be governed by the rules of The Company as shall be in force from time to time.

13. You shall be present in the office during normal working hours as specified in the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project contingencies, you may be required to work on 24\*7 project on shift basis if required and your working hours / work days may be modified/ altered from time to time. The Company does not encourage overtime work and accordingly does not have a policy for payment of overtime.

14. You shall provide details regarding the utilization of your time by entering the same into Tech Mahindra Limited's electronic timesheet system on a daily basis. In case you are attached to any project where the client may have requirement of recording specific time-efforts, you shall comply with such requirement also, in addition to Tech Mahindra Limited's timesheet system.

15. This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize The Company or any external agency through Tech Mahindra Limited to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining The Company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or demur.

This is to certify that I have gone through and understood all the terms and conditions mentioned in Annexure ?C and I hereby accept and agree to abide by them.

**Name in full** :

**Signature** :

**Address** :

**Date** :

**Place** :

## ANNEXURE - D - Checklist of Documents

At the time of joining, you are requested to bring the following documents in **original (For Verification only)**.

- (a) Certificates' supporting your educational qualifications along with marks sheets - **Three** copies each
- X th Certificate & mark sheets
  - XII th Certificate & mark sheets
  - Degree Certificate & Semester/year-wise mark sheets
  - Master's Certificate & Semester/year-wise mark sheets
  - Diploma/PG Diploma Certificate & Transcripts
  - Any other Certificate with supporting documents ?if any
- (b) Acceptance copy of Tech Mahindra Limited's offer of appointment duly signed
- (c) **Five** passport-sized color photographs with white background
- (d) **Valid Passport**  
*Please submit copy of the valid Passport (first and last pages). In case you have applied for it, please submit the proof of Passport Office submission ticket. Upon receipt of Passport from Passport Office, please submit the documents to HR.*
- (e) **PAN Card and Proof of PAN Number**  
*You MUST carry and provide your PAN Card copy. Please note that it is mandatory to provide the PAN number for processing of your payroll and no payments on account of salaries can be made without a PAN Number. If applied for please submit a copy of the acknowledgement as issued by the Income Tax authorities.*
- (f) **Aadhaar Card**  
*You MUST carry and provide your Aadhaar Card copy. Please note that it is mandatory to provide your Aadhaar card number for processing KYC in EPFO portal. If applied for, please submit a copy of the acknowledgement as issued by the authorities.*
- (g) **Indemnity Bond**  
*Print only the first page of **Annexure J** on a Stamp Paper of **INR 500/-** and rest of the pages on plain white paper. Have one Surety (Blood relations i.e. father/mother/elder brother/sister with independent income only) sign at the designated space on the last page of the Bond. Tech Mahindra will have a Notary available on the day of joining at joining location to facilitate notarization of Bond. These services will be chargeable and payable directly to the Notary by you. Should you desire to get the Bond notarized on your own, you may do so. In case of non-availability of Notary at joining location, you will be guided by the Joining Team on further action.*

**Note:** -The Bond has to be notarized as on the date of joining. Please **DO NOT** get a pre-notarized bond.

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the Company reserves the right to revoke the offer.

Please bring all the certificates supporting your educational qualifications along with mark sheets in original for verification only.

## **ANNEXURE - E - Confidentiality Agreement**

I understand that during my employment with Tech Mahindra Limited., I will have access to information for its customers, suppliers, vendors and licensors, any or all of which are referred to in this agreement "Tech Mahindra Limited. I also understand that this information, whether technical or non-technical is commercially valuable. It is referred to in this agreement as "confidential information".

A few examples of confidential information are given below. However these examples do not list all of the types of confidential information which I may develop or to which I may have access:

- 1) Information of a business nature such as marketing, underwriting, associate customer and claimant data, sales, and list of customers, including future developments and planning concerning them.
- 2) Computers /software programs and associated documentation and material which are propriety to Tech Mahindra Limited or which Tech Mahindra Limited. is under an obligation to prevent this disclosure.
- 3) Information from Tech Mahindra Limited's vendor and supplier which is confidential, propriety or copyrighted.
- 4) I hereby agree that :
  - The confidential information shall remain the sole and exclusive propriety of Tech Mahindra Limited and I shall regard it as confidential and secret information.
  - The confidential information is the property considered to be the trade secrets of Tech Mahindra Limited because it involves processes and compilation of information which are secret, confidential, and not generally known to the public and which are the products of expenditure of time, effort, money, and /or creative skills of Tech Mahindra Limited.
  - The use of confidential information is furnished to me during my employment on a confidential and secret basis for a sole and exclusive use and pursuing my employment duties at Tech Mahindra Limited.
  - I will not, during and after my employment at Tech Mahindra Limited., publish, disclosed, or otherwise divulge the confidential information to any person not specifically authorized by Tech Mahindra Limited to receive such information.
  - I will not copy and confidential information for any purpose except with the express consent of the Tech Mahindra Limited officials or the expressed written authorization of the third party owner.
  - Upon termination of my employment with Tech Mahindra Limited, or at any other time at Tech Mahindra Limited request, I agree to return promptly to Tech Mahindra Limited, all confidential information, including but not limited to all manuals, letters, notes, notebooks, reports, formulae, computer programs and associated documentation and material, memoranda, customer list and all other materials and all copies of them relating in any way to Tech Mahindra Limited which in any way were obtained by me during my employment at Tech Mahindra Limited which are in my possession or under my control. I further agree that I will not make or retain any copies of the above mentioned information and will so represent to Tech Mahindra Limited upon termination of my employment.
  - This confidentiality agreement will continue to be in effect after the termination of my employment with Tech Mahindra Limited.

If any provision of this agreement is declared invalid or unenforceable with respect to a particular occurrence or circumstance or otherwise, that will not affect the validity, enforceability, or applicability of any other provision of this agreement.

Name :  
Signature :  
Date :

**ANNEXURE - F - Medical Self-Declaration**

MEDICAL DECLARATION FORM			
Applicant ID <i>(To be filled by HR)</i>		Associate ID <i>(To be filled by HR)</i>	
First Name: <input style="width: 150px;" type="text"/>		Last Name: <input style="width: 150px;" type="text"/>	
Gender: Male/Female <input type="checkbox"/>		Date of birth (DD/MM/YYYY) <input style="width: 30px;" type="text"/> <input style="width: 30px;" type="text"/> <input style="width: 30px;" type="text"/>	Blood Group <input type="checkbox"/>

**Candidate's Medical History:**

Candidate's Medical Details	Yes	No	Please provide the details
Do you have any defect or problem of vision?			
Can you readily distinguish between the pigmentary colors?			
Do you suffer from a degree of deafness which would prevent your hearing of normal conversation?			
Do you have any physical deformity / handicap?			
Do you have any congenital disorder / abnormality?			
Have you ever been diagnosed to have any Psychiatric ailment including Depression, Anxiety Neurosis, Phobic Disorders, Schizophrenia, Manic Depressive Psychosis or any other Psychiatric illness?			
Have you ever been diagnosed with an alcohol or drug abuse problem? If yes, are you on treatment for the same?			
Have you ever been disqualified on medical grounds from any previous employment opportunity?			
Have you ever been suffering from any Medical condition that may require you to take Medical Leave over the next 12 months?			

Have you had any form of critical illness or operation in the last two years?			
Have you ever been diagnosed to have Cancer, Tumor, Cyst or any similar type of growth?			

**Have you ever suffered/are you suffering from any of the following?** *(Please tick whichever applicable)*

Heart Attack		Diabetes	
High Blood Pressure		Stroke	
Night Blindness		Valve Disorders	
Asthma		Slipped disc	
Any other major disease/illness that you may be willing to disclose			

**Candidate's Declaration:**

I declare that, to the best of my knowledge, the answers to the questions in this form are correct and that I am not suffering from any disease/illness that I have not revealed.

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: \_\_\_\_\_  
 (DD/MM/YY)

## **ANNEXURE - G - Intellectual Property Assignment**

Associate Name :  
Associate ID :  
Date :

In consideration of my employment with Tech Mahindra Limited and in view of the confidential nature of employment by reason of which I will obtain and have obtained special knowledge of Tech Mahindra Limited and business, its necessities and plans and the information of its customer, I hereby agree as follows:

### **(a) Intellectual Property Assignment**

I hereby assign, to Tech Mahindra Limited or its successor, designees or assigns, any and all rights in any design, invention, discovery, or other intellectual property (including without limitation, right to apply for and obtain a patent) which I may create, develop or assist in creating of developing during my employment which design, inventions, discovery and other intellectual property relate to services provided/ to be provided or products or systems manufactured or developed or licensed or sold by Tech Mahindra Limited whenever made by me and for any work made and/or created or cause to made and/or created in the course of my employment whether on the customer project or otherwise.

Tech Mahindra Limited shall be the first owner of the copyrights therein and for work made and/or created or cause to made and/or created in the course of my employment. If by virtue of any law or any judgment, Tech Mahindra Limited is not the first owner, then I hereby assign, exclusively and irrevocably, the same, wholly and generally, forever throughout the world, without any obligation of payment of royalty or any other sum of money or benefit(s), the whole of the copyright(s) in all such work(s) and further waive all my moral rights wholly in favour of Tech Mahindra Limited I also agree to sign on demand, whether during the employment or any time thereafter, any papers and do any acts which may be deemed necessary or desirable by Tech Mahindra Limited to secure to Tech Mahindra Limited., its successors, designees, or assign, any right relating to such design, invention, discovery, copyright or intellectual property and improvement including patents in India or any other foreign country.

### **(b) Restrictions after Termination**

I further agree upon termination of my employment to surrender to Tech Mahindra Limited all software programs, data (whether in hard copy form or in electronic form), notebooks, designs, drawings, blueprints, writings, manuals, price books, any business or market information, business and technical brochures, service models and techniques and other documents and materials (including all copies) then in my possession or control, which relate in any way to the business, research, development, sales, sales promotions, marketing or customer's information or other activities of Tech Mahindra Limited The obligations stated under this Agreement shall survive the termination or discontinuation of my employment with Tech Mahindra Limited.

WITNESSED

\_\_\_\_\_

ACCEPTED

\_\_\_\_\_

## **ANNEXURE - H - Agreement ? General Covenant Against Disclosure and Covenant Not to Compete / Non- Solicitation**

In consideration of my employment "Tech Mahindra Limited", and in consideration of the wages or salary to be paid to me, and regardless of the duration of my employment, I enter into the following agreements:

1. I agree to perform competently, diligently, reliably, and to the best of my ability all duties required of me from time to time by Tech Mahindra Limited I shall not directly or indirectly, either as an associate, employer, consultant, agent, principal, partner, stockholder, corporate officer, director or in any other individual or representative capacity, engage or participate in any business that is in competition in any manner whatsoever with the business of Tech Mahindra Limited during the term of my employment with Tech Mahindra Limited either within or outside of business hours.
2. I acknowledge and agree that I am bound by all of the terms and conditions of my Service Agreement in addition to the terms and conditions of this agreement.
3. **Actions Required on Termination:** Upon termination of my employment at Tech Mahindra Limited whether voluntary or involuntary (or at any other time upon the request of Tech Mahindra Limited.), I shall return to Tech Mahindra Limited all of its property of which I have had custody, including all handbooks, manuals, notebooks, supplies, credit cards, keys, disks, tapes, records, statistics, data and Confidential Information (defined herein) for which I have acquired by virtue of my employment, regardless of form or media.
4. **Covenant Against Disclosure:** I understand that it may be desirable and necessary for Tech Mahindra Limited or any of its suppliers, licensors, licensees or customers to disclose to me information which may include, by way of illustration and not by way of limitation, technical information, designs, drawings, processes, systems, procedures, formulae, test data, improvements, price lists, financial data, code books, invoices, financial statements and other financial information, computer programs, disks, printouts, sketches, customer and prospect contacts, customer and prospect lists, names, addresses or any other compilation of information written or unwritten (both individually and collectively referred to herein as "Confidential Information") during the course of my employment.

Because I will have access to and become familiar with such Confidential Information, I hereby agree to accept and retain such Confidential Information in confidence and agree, at all times during or after the termination of my employment, not to, directly or indirectly, disclose, reveal, use, copyright or patent such Confidential Information, without the prior written consent of an authorized officer Tech Mahindra Limited I also agree to keep the contractual relationships of Tech Mahindra Limited with its suppliers, licensors, licensees, customers, contractors, and subcontractors confidential, including the names, addresses, or special requirements of Tech Mahindra Limited's customers. This **Clause 4** is intended to apply to all materials, which I may compile, as well as to all materials furnished to me by anyone else in connection with my employment.

- a) Because it may not be clear to Associate which information is Confidential Information, in order to minimize the possibility of inadvertent disclosure, Associate agrees to consult with Tech Mahindra Limited before making any disclosure of information covered by this Agreement.

- b) Associate may disclose information if such disclosure is directly pursuant to a valid and existing order of a court, or a governmental body or agency, within India; provided, however, that prior to such disclosure, the Associate (i) notifies Tech Mahindra Limited in writing of the prospective order, or proceeding giving rise to such order, and (ii) Tech Mahindra Limited has had the opportunity to prevent or limit such disclosure.
- c) In the event of a breach or threatened breach of this **Clause 4** by Associate, Tech Mahindra Limited shall be entitled, in addition to all other remedies otherwise available to Tech Mahindra Limited to and Associate hereby consents to the issuance thereof forthwith in any court of competent jurisdiction without proof of specific damages. Associate waives any requirement for a bond in connection with any temporary or pendente lite injunctive relief.
- d) In the event that Tech Mahindra Limited shall enforce any part of this Agreement through legal proceedings and obtains any judgment or order in such proceedings, Associate agrees to pay to Tech Mahindra Limited any costs and attorneys' fees reasonably incurred by Tech Mahindra Limited in connection with obtaining such judgment or order.

If any court should hold any part of the covenants set forth herein to be unreasonable, or otherwise unenforceable, the parties expressly agree that the covenants set forth herein shall be enforced to the extent that would otherwise be deemed reasonable or enforceable. In the event of any breach by Associate, the Non-Compete Period shall be extended on a per diem basis for the period that Associate is in breach.

5. **Ownership of Work Product:**

Tech Mahindra Limited shall be the sole owner of all of my work product. For this purpose, "work product" means all inventions, improvements, discoveries, documentation, programming and technology (including all associated intellectual property rights) that I may create (alone or with others, at work or elsewhere, during or after the normal workday) relating to the work I do, the business of Tech Mahindra Limited or any research or development conducted by Tech Mahindra Limited I agree to assign, disclose and deliver to Tech Mahindra Limited as Tech Mahindra Limited's property, all right and evidence I may have or acquire with respect to any and all work product, and I agree to take such further actions and sign such further instruments as Tech Mahindra Limited may request from time to time to protect and defend its ownership of any and all work product. I understand that disclosure of my suggestions and ideas is encouraged.

6. **Partial Restriction on Post-Termination Competition:** Background. Tech Mahindra Limited expects to invest considerable time, effort and capital in enhancing the value and desirability of my skills. Both this investment and my compensation reflect Tech Mahindra Limited's expectation of receiving a considerable return from the exclusive use of my services and know-how in the future, free from any danger that Tech Mahindra Limited's customers or competitors may attempt to cause me to leave Tech Mahindra Limited and wrongfully gain the benefit of Tech Mahindra Limited's investment. The partial restraint set forth in this **Clause 6** does not, and cannot, provide complete protection for Tech Mahindra Limited's investment, development efforts, product, strategy, proprietary and Confidential Information, but Tech Mahindra Limited believes that in combination with the other provisions of this Agreement, it is the most fair and reasonable measure to protect Tech Mahindra Limited's interest, giving due regard to both my interests and the interests of Tech Mahindra Limited.

7. **Covenant Not To Compete.** I hereby covenant and agree as a part of and ancillary to this Agreement that for the period of 12 months following the termination of my employment with Tech Mahindra Limited (irrespective of the reason for or such termination),

- a) I will not solicit, or attempt to solicit, or cause any third party to solicit, directly or indirectly, any customer of Tech Mahindra Limited for the purpose of selling or licensing products or services that are then competitive with the products and services that are then available to that customer from Tech Mahindra Limited provided, however, that this restriction shall apply only to customers of Tech Mahindra Limited with whom I actually have material contact (meaning direct interaction, such as through sales calls, presentations or other business dealings) in the course of performing my employment duties for Tech Mahindra Limited within the 12 months period preceding the date my employment with Tech Mahindra Limited ends. It is understood that this restriction is necessary to avoid possible compromise of Confidential Information and business interest;
- b) I will not (1) seek or obtain employment of any kind by any means, directly or indirectly, as either associate, agent or consultant, with any customer of Tech Mahindra Limited's for which I am providing services on behalf of Tech Mahindra Limited that are competitive with the products and services available to the client from Tech Mahindra Limited provided however, that this restriction shall apply only to employment to perform the same or substantially similar services that I am performing for the client as a Tech Mahindra Limited associate; or (2) induce or solicit any associate of Tech Mahindra Limited to seek or obtain such employment with a customer of Tech Mahindra Limited This restriction applies to my acceptance of any employment by a customer through general advertising or third party recruitment;

I accept and agree that the above covenants (a) and (b) are reasonable restrictions imposed with an objective to protect Tech Mahindra Limited's legitimate business interests and proprietary and confidential information. Given the compensation and benefits provided to me, I agree that the restriction as to time and scope contained herein are reasonable and necessary to protect Tech Mahindra Limited's business interests and proprietary information. I have sufficient skills to find alternative, commensurate employment that would not violate the terms of this undertaking. I acknowledge that adherence to this undertaking shall not deprive me of the ability to earn a living or support my dependents.

8. **Compliance Not Contingent Upon Additional Consideration:** I understand and acknowledge that the wages, compensation,, benefits training and experience that Tech Mahindra Limited provides to me shall be full and sufficient consideration for the promises contained in this Agreement. I have not been promised, and shall not claim, any additional or special payment or compliance with the covenants and agreements herein.
9. **Damages and Remedies:** I acknowledge and agree that if violate this Agreement, Tech Mahindra Limited may take legal action against me as follows: (1) Tech Mahindra Limited. may take legal action in the court specified below in **Clause 13** for the liquidated damages specified in **Clause 6** above and (2) a violation of this Agreement is likely to cause severe and irreparable Cause injury to the business, good will, client relations and proprietary information of Tech Mahindra Limited., an injury that is not adequately compensable by money damages alone. Accordingly, in the event of a breach (or threatened or attempted breach) of this Agreement, Tech Mahindra Limited. shall, in addition to any other rights and remedies, be entitled to immediate, appropriate injunctive relief, or a decree of specific performance of this Agreement, without the necessity of showing any irreparable injury or special damages, in any court of competent jurisdiction.
10. **Severability:** Each Clause and provision of this Agreement is severable from the contract and if one provision is declared invalid, the remaining provisions shall nevertheless remain in full force and effect. Further, the invalid provision or part shall remain enforceable to the extent permitted by law.

11. **Entire Agreement:** This Agreement reflects the full and complete agreement between myself and Tech Mahindra Limited on the subjects covered herein and supersedes and replaces all prior negotiations or agreements, whether written or oral. This Agreement shall only be modified, altered or replaced by a subsequent writing, signed by myself and an authorized officer of Tech Mahindra Limited.
12. **Binding Effect:** This Agreement shall inure to the benefit of, and be binding upon, my heirs, executors, administrators and personal representatives as well as the subsidiaries and affiliates of Tech Mahindra Limited (together with their successors and assigns).
13. **Choice of Law:** This Agreement will be governed and controlled in all respects by the laws of India.
14. **Choice of Forum:** The parties submit to the jurisdiction and venue of India with respect to any action arising, directly or indirectly, out of this Agreement or the performance or breach of this Agreement. The parties stipulate that the venues referenced in this Agreement are convenient.

In the event of any violation of the terms of this clause, I agree that I shall be liable to Tech Mahindra Limited for liquidated damages in the amount of the gross salary earned by me during the preceding one year from the date of such breach. I acknowledge and agree that said amount constitutes liquidated damages and not a penalty, and that the amount is a reasonable and fair estimate of the actual damages that Tech Mahindra Limited would incur upon such breach.

Following the expiration of the one year period described herein, I shall continue to be obligated under the Covenant Against Disclosure in **Clause 4** so long as such Confidential Information remains proprietary or protectable as confidential or trade secret information.

Executed this \_\_\_\_\_ day of \_\_\_\_\_, 20\_.

For and on Behalf Of  
**Tech Mahindra Limited**



**Venkat Paturi**  
**Head - Resource Management Group**

Signature :  
**Ms. Harshada Nemgonda Patil**

## **ANNEXURE - I - ACKNOWLEDGMENT**

This acknowledgment shall be attached to and considered part of the employment agreement executed this date by and between Tech Mahindra Ltd "Company" and the **Ms. Harshada Nemgonda Patil** "Employee".

The Employee recognizes, understands and specifically agrees to the restrictive covenant contained in the foregoing agreement. The Employee further acknowledges that said restrictive covenant and the territorial limitations set forth therein is reasonable.

I understand that my employment with the Company is absolutely conditioned upon execution of this Acknowledgment and agreement. I have fully read, understood and agree to be bound by the attached agreement and this Acknowledgment. I, **Ms. Harshada Nemgonda Patil**, hereby further acknowledge and confirm that I have read and understood the foregoing agreement. I understand that I have the right and the time to have this agreement reviewed by Advocate of my choice but has declined to do so.

IN WITNESS WHEREOF, and intending to be legally bound hereby, the Employee has set his or her hand on this \_\_\_\_\_ day of \_\_\_\_\_ (month), \_\_\_\_\_ (year), and hereby acknowledges, understands and agrees to the above.

**Harshada Nemgonda Patil**

Signature: \_\_\_\_\_

Witness / Notary Public: \_\_\_\_\_

## Annexure - J - INDEMNITY BOND WITH SURETY

This Indemnity is made and executed at <<Joining Location>> on this << Joining Date>> day of << Joining Month>> << Joining Year>> by Mr/Ms/Mrs.<< Name >> age <<Age>> S/o Mr.<<Father's Name>> a permanent resident of <<Address>> \*hereinafter called "Employee" which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors and assigns] the party of the first part

**AND**

Mr. <<Name of Surety>> age <<Age>> S/o Mr.<< Father's Name of Surety>> a permanent resident of << Surety Address>> [hereinafter called "**Surety**" which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors and assigns] the party of the second part,

**IN FAVOUR OF Tech Mahindra Limited**, a company incorporated under the Companies Act, 1956 and having its Corporate Office at Infocity, Hitech City Layout, Madhapur, Hyderabad ?500081, India [hereinafter called "**Tech Mahindra**" which expression shall, unless repugnant to the context or meaning thereof, mean and include its successors-in-interest and permitted assigns].

**WHEREAS** the **Employee** has been selected for appointment as \_\_\_\_\_  
in Band \_\_\_\_\_ in the service of Tech Mahindra.

**AND WHEREAS** an Offer of Appointment containing the terms and conditions of the appointments has already been issued to the **Employee** vide letter No. \_\_\_\_\_ dated \_\_\_\_\_ of **Tech Mahindra**.

**AND WHEREAS** the acceptance of the terms and conditions of the appointment has already been communicated to **Tech Mahindra** on \_\_\_\_\_ by the **employee**.

**AND WHEREAS** one of the terms and conditions of the appointment is that the Employee shall undergo an initial training programme called .Entry Level Integrated Training and Enablement (hereinafter referred as ELITE) which may also include the project specific training/s and would be subsequently placed on assignments relating to various projects of Tech-Mahindra. The Employee shall serve Tech Mahindra for a minimum period of **twenty four (24)** months from the date of joining of the Employee and execute an indemnity with surety in favour of **Tech Mahindra**.

**NOW THIS INDENTURE WITNESSETH** as under:

1. In compliance of the aforesaid condition in Offer of Appointment subject to which **Tech Mahindra** has agreed to give appointment to the Employee, the Employee **hereby** undertakes to undergo the Initial Training Programme as provided by **Tech Mahindra** without any interruption whatsoever and serve **Tech Mahindra**, on its various projects at any location, in India or abroad, for a minimum period of **twenty four (24)** months from the date of joining.
2. The **Employee** hereby undertakes to devote his/her full time and attention to the business of **Tech Mahindra** with due care, skill and diligence. The **Employee** further undertakes to use his/her best efforts in the performance of his/her duties and responsibilities and abide by the rules and regulations of **Tech Mahindra**.
3. The **Employee** hereby undertakes to honor the commitment made by **Tech Mahindra** to its customer/s for completion of any project/s and further undertakes not to abandon any project before its completion.
4. The party of the Second Part i.e \_\_\_\_\_ agrees to stand as Surety for the due performance of the obligation of the **Employee** under this agreement of indemnity. **In case of breach of the terms of this indemnity by the Employee and failure to indemnify Tech Mahindra, the Surety shall be jointly and severally liable to pay the aforesaid amount of INR. 100,000/- (Rupees One lakh only) to Tech Mahindra with an interest at the rate as specified herein below, immediately on demand.**
5. **The Employee further agrees and undertakes that in case, he/she commits breach of the above conditions and resigns from or leaves/abandons the service and/or neglects in performance of the duty assigned to him/her leading to termination of his/her service as per rules/regulations, by Tech Mahindra, he/she shall pay an amount of INR. 100,000 (Rupees One lakh only) with the interest thereon @ 15% per annum from the date of breach of the above till the payment thereof, as liquidated damages/cost of training including on the job training, the expenses which Tech Mahindra has incurred/may have to incur in recruiting another employee in his/her place, and also on account of business loss suffered/to be suffered by Tech Mahindra during intervening period. The employee and surety agrees that assessment of liquidated damages as assessed as INR. 100,000 (Rupees One lakh only) are reasonable, which they both agree to pay jointly and severally, on demand made by Tech Mahindra.**
6. Notwithstanding anything contained herein above, furnishing of this indemnity will not create any right in favour of the **Employee** to continue in the service of **Tech Mahindra** for the aforesaid term of **twenty four (24)** months, and Tech Mahindra shall always have the right to take appropriate action against the **Employee** as per terms of the appointment letter and/or the rules and regulations of **Tech Mahindra** as applicable, in case of commission of any misconduct by the **Employee**.
7. The amount specified above shall constitute a debt owing to **Tech Mahindra** and shall be recoverable from the **Employee** and the Surety jointly and severally with interest thereon at the rate specified above till the payment thereof.

**IN WITNESS** whereof, the **EMPLOYEE & the SURETY** have put their signatures in the presence of the witnesses.

Signed and delivered by the Party of the first part i.e. the Employee having read and understood the contents/terms of this Indemnity Bond

**Name of First Part:**

**Sig:**

Signed and delivered by the Party of the second part i.e. the Surety having read and understood the contents/terms of this Indemnity Bond

**Name of Surety:**

**Sig:**

S/d by:-

1. WITNESS: \_\_\_\_\_  
(Name)

NAME & ADDRESS:

2. WITNESS: \_\_\_\_\_  
(Name)

NAME & ADDRESS



10th November 2020,

To  
Jayashri Kumbhar,

SUB:- Offer Letter

In regards to the discussion you had with us, VSI is pleased to offer you a position of Software Developer with us.

The annual CTC(Cost To Company) including all the Salary, allowances and expenses we are offering is 1.5 lakh per annum.

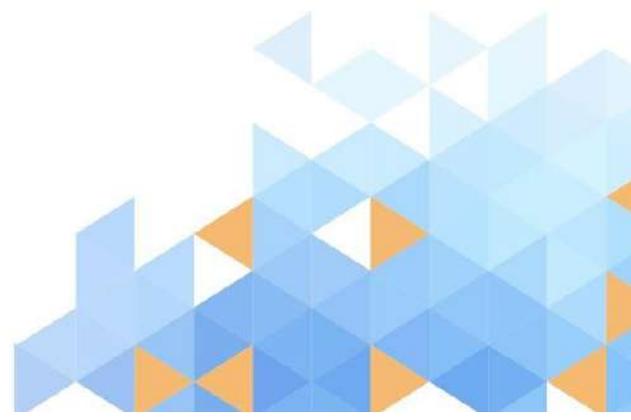
You are required to join the Company on or before 17th November 2020.

Please return a signed copy of this letter as your acceptance of the offer.

We look forward to you joining us on this journey.

Yours Faithfully,  
Rohit Magdum

Co-Founder  
VoidStarIndia Solutions LLP



## INTERNSHIP CONTRACT

Ketaki Purohit

Mobile no. : +91 8087974923

F-17 Bhagyodaya soc, Near post ofc, Sinhagad Road, Pune-411051

Email: Tanupurohit7690@gmail.com

Dear Ketaki,

This is in response to your application for internship with Intellegq Technologies Pvt. Ltd. We would like to extend our warmest congratulations on your selection for internship with Intellegq Technologies Pvt. Ltd. based at Pune for a duration of Four months. Your internship will start from February 1 st, 2021 and will complete on July 31 st, 2021. You will be required to report to Mr. Mahendra Shinde on your date of joining. Our team at Intellegq Technologies Pvt. Ltd. is looking forward to have you work with us.

During your internship, the concentration will be on helping you understand the theoretical concepts with their practicality and implications to help you connect your classroom knowledge and on-field experience. We will be happy to train you to learn new skills which are extremely helpful in the professional setting.

You will be required to clock a total of 40 hours per week.

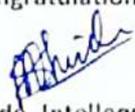
Complete details on project will be shared with you before the start of the internship.

Given below is the address where you have to report for internship:

Intellegq Technologies Pvt. Ltd. Fl No-b-3-802, Sr No- 16/3b, Tirupati Kashiganga, Dhanori Tq. Haveli, Pune, Maharashtra, 411015, India.

Once again, congratulations to you on your selection and all the best for your endeavors.

Regards,

  
Mahendra Shinde - Intellegq Technologies Pvt. Ltd



10th November, 2020

Dear Himayu Sunil Sisode,

This has reference to the conversations and interview you have had with regards to career options at **CRIF High Mark Credit Information Services Private Limited**.

Subsequent to your interview, we are pleased to offer you a position of an **Intern**, Intended to operations team with our Company. Your position will be based out in **Pune**. You will report to the **Senior Manager Business Intelligence** Position.

You are required to join at the earliest, but not later than **17<sup>th</sup> November, 2020**. The exact nature of your responsibilities will be communicated to you after you join. For your services you will be paid a monthly internship of **INR 16,800/-**

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

1. Educational Certificates
2. Passport copy (if available)
3. PAN card copy
4. Ration card OR Electricity Bill copy (address proof)
5. Four Passport size photographs

You will be required to sign a Confidentiality and Non-Disclosure Declaration/Agreement and a Non - Compete Agreement, pending which, it is clearly understood and accepted by you that all and any information you have access to or comes to your knowledge by virtue of your employment with CRIF High Mark Credit Information Services Private Limited is strictly confidential in nature and will not be divulged in any manner to anyone except in the performance of your official duties.

Your internship will commence from your date of joining and will proceed until **16<sup>th</sup> November, 2021**. During this period your performance will be assessed and if found inadequate, your internship will be terminated with a notice of Fifteen days & feedback will be provided. On successful & satisfactory performance, you will be provided with a certificate of completion of internship.

You are requested to acknowledge your acceptance of this internship offer as detailed above. We look forward to welcoming you to **CRIF High Mark Credit Information Services Private Limited**.

Sincerely,

For **CRIF High Mark Credit Information Services Pvt. Ltd.**

**MANISHA  
PRASAD**

Digitally signed by MANISHA PRASAD  
DN: c=IN, o=Personal, cn=MANISHA PRASAD,  
serialNumber=80ee69bf2056d91433a5bf2d8ef  
ba311b5176be189e53222fb43b5a81a44585f,  
postalCode=411040,  
2.5.4.20=4035f93cd1e06c6ee45604d156e07ade  
14af7744585f10be2f0b82b51135185d,  
st=Maharashtra  
Date: 2020.11.10 16:18:46 +05'30'

**Manisha Prasad**  
**VP – Human Resources**

For Acceptance

**Himayu Sunil Sisode**

**CRIF High Mark Credit Information Services Pvt. Ltd.**

Registered Office : FOF B-04,05,06 , 4th Floor, Art Guild House, Phoenix Market City  
L.B.S. Marg, Kurla (W), Mumbai 400070, Maharashtra, India  
Tel. +91-22-71712900, info@crifhighmark.com, CIN No - U74130MH2005PTC216732  
www.crifhighmark.com

01 Jul 2020

To,  
Nikhil Dingane,  
Pune

**Sub: Appointment in Krishagni Solutions**

I am pleased to offer you the position of "Member of Technical Staff" effective from 01 Jul 2020. The details of the offer are as explained below.

## Benefits

1. Medical insurance for self
2. Unlimited training allowance for online courses, purchasing books, etc.
3. Free breakfast, lunch, snacks, tea, coffee, etc
4. Liberal work from home policy
5. 6 monthly salary review process

## Salary Breakdown

Component	Monthly
Basic	₹10,500
HRA	₹6,000
Commuting allowance and medical allowance	₹2,850
Special allowance	₹10,650
<b>Gross monthly salary</b>	<b>₹30,000</b>
<b>Annual gross salary</b>	<b>₹3,60,000</b>

Your next salary review will be on Jan 01, 2021.

Thanking You,



Srikanth Adiga,  
C.E.O and Managing Director



**WEBHUB TECHNOLOGY**  
Soft Solutions for the Hard Problems

Office Address: 04th floor, S. M. Tower, Above Jijamata bank, Karvenagar, Pune-411052.  
E-mail: [info@webhub.co.in](mailto:info@webhub.co.in) Website: [www.webhub.co.in](http://www.webhub.co.in)

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**REF:** INT-webhub631-2021

**Date:** 01/02/2021

Dear **Nikita Karanjkar**,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Java Developer -Intern** with WebHub Technology Pune. We take this opportunity to welcome you to WebHub Technology Pune. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

**College Name:** Pvg's College Of Science

**University Name:** Savitribai Phule Pune University, Pune.

**Duration:** 06 Month

**Assign Project:** Municipal Corporation Online Complaint Handling Process

**YOURS SINCERELY,**

**FOR WEBHUB TECHNOLOGY PUNE**

**HUMAN RESOURCE MANAGER**

# *Internship : Final Presentation*

## *Aug, 2021*



**Nikita Gugale**  
**Roll No.:**

**Frontend: React Development**  
**Backend: Blockchain Development**

**Master's In Computer Science**

**Internship Supervisor**

**Akshay Karale**

**Internship Duration**

**5 Months (21 Feb - 24th Jul)**

**Internship Company**



**Snapper Future Tech**

**College**



**PVG's College Of Science**



21 Vedas Center, DP Road Aundh,  
Pune 411107  
+91 7038304944  
info@snapperfuturetech.com

### Internship Letter

Date: 20<sup>th</sup> Feb 2021

To,

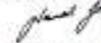
Nikita Gugale  
573/29/B,  
1st floor flat no 4,  
SupershwanthGoc B wing,  
Bibwewadi Pune 411037.

Dear Nikita,

In reference to our discussion, we would like to offer you internship for 6 months with effective from 22<sup>nd</sup> Feb 2021 with Snapper Future Tech based at Pune.

Again, congratulations and we look forward to working with you.

Yours sincerely,  
for Snapper Future Tech Pvt. Ltd.

  
Naresh Jain  
COO



21 Vedas Center, DP Road Aundh,  
Pune 411107  
+91 7038304944  
info@snapperfuturetech.com

### Completion Letter

This is to certify that **Ms. Nikita Gugale** has Successfully completed their industrial training on live project at **Snapper Future Tech, Pune** in partial fulfillment of the final semester of M.Sc (Computer Science) course from PVG College of Science.

Details of Project are below:

Project Title	ICO-Dapp
Project duration	12/04/2021 to 15/06/2021
Technology	Blockchain(Solidity), React

The project is being executed under the guidance of Mr. Akshay Karale(Project Manager). Management has viewed their performance continuously during the period of their training and found their performance satisfactory. The design and development of the system is as per our company standards.

This certificate has been issued solely for internship period spent with Snapper Future Tech in accordance to the University/Education needs. Any further information regarding the nature, scope & work about the project work is strictly confidential and intellectual property of Snapper Future Tech Pvt. Ltd.

We wish you all the best for their future.

Sincerely,  
For Snapper Future Tech Pvt. Ltd.

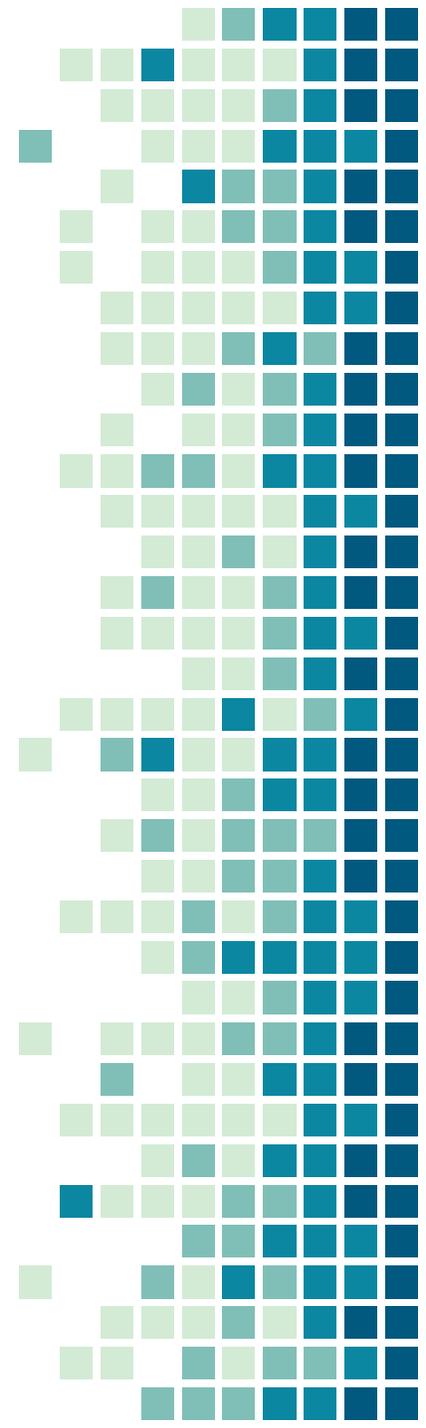


# Agenda

- About Snapper Future Tech
- Snapper Products & Services
- Internship Tasks Timeline
- Model Phase
- Frame Phase
- Build Phase - Backend
- Build Phase - Frontend
- Conclusion

## About Snapper Future Tech

Snapper Future Tech is a global services & technology products company, leading digital transformation for enterprises using blockchain. It offers services in Blockchain application development, training & consulting and an innovative suite of specialised products for e-Governance, Financial Services, Insurance, Sustainable Supply Chain & Healthcare. Established in 2017 in Pune, Snapper Future Tech has raised Pre-Seed and Seed rounds through Enemtech Capital and strategic investors globally. A Hyperledger Certified Service Provider (HCSP) & Training partner (HTP), the company participates in open-source initiatives across the globe & has robust technological alliances & partnerships with Hyperledger, Oracle, Amazon Web Services, IBM, Trust over IP & Sovrin.



# Snapper Products

## [HealthcareChain:](#)

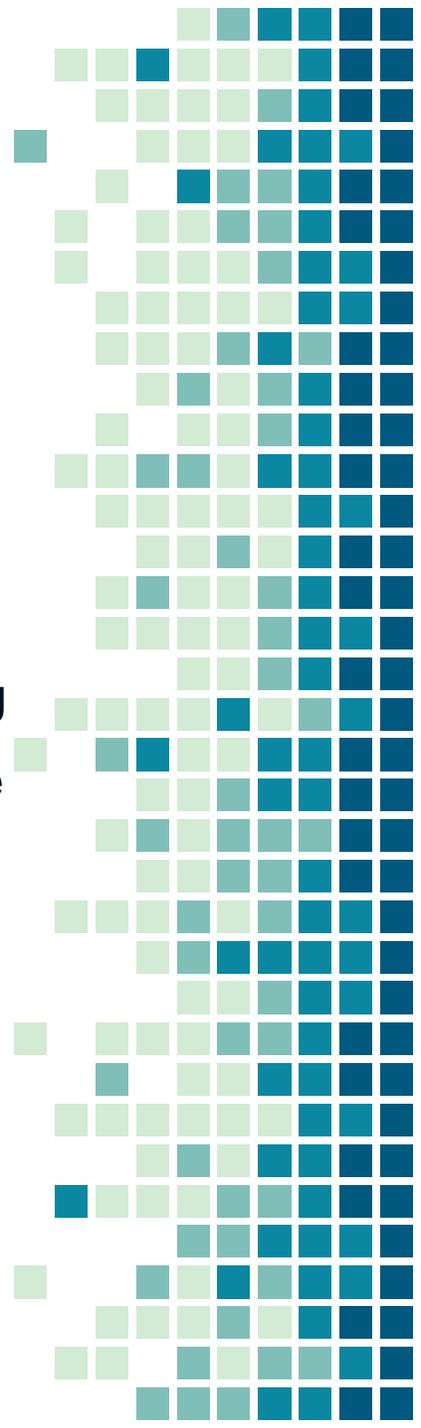
It is for healthcare institute's that addresses eHealth records(EHR) securing data privacy and protection to patients, doctors, insurers and regulators. It enables secure generation, authentication, sharing and verification of all kinds of health records.

## [SnapCert:](#)

It enables secure digitalization, generation, authentication, sharing & verification of any kind of academic certificate and creates value for entire ecosystem through Trust As A Service. It is digital credential verification platform build on Hyperledger Fabric.

## [SnapChain:](#)

It provides traceability & provenance for assets & documents in organization. It is at forefront of providing superior & seamless experience to its employees, suppliers & business partners.



# Snapper Services

## *Blockchain Consultation:*

Company assist to assess role of blockchain in their digital transformation plans. Integrated platforms, legacy systems, industry 4 technologies.

## *Blockchain Solutions Design & Development:*

Company offers decentralized application architecture, solution design and development by certified professionals.

## *Training Services:*

Company have been delivering Blockchain Training Programs under Ed-Tech initiative and brand called 'Indian Blockchain Institute'. It conducts instructor led classroom and virtual training led classroom and virtual training programs(VILT).

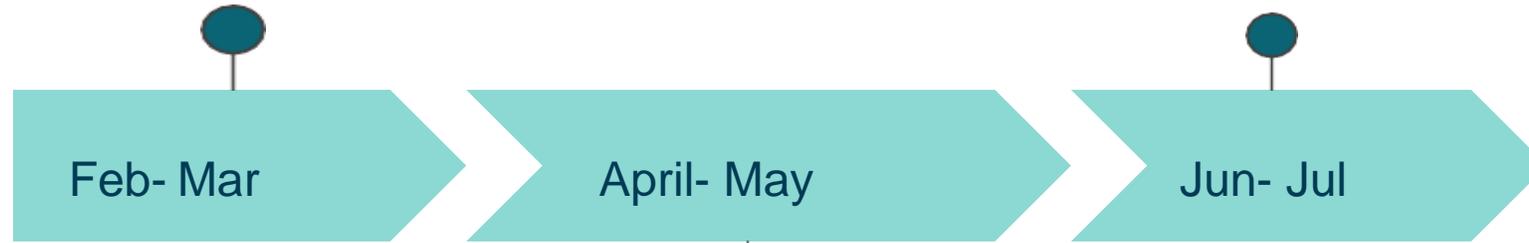
## *Talent-As-A-Service:*

Company offer Blockchain professionals to augment your workforce on contract, this includes contract staffing, vendor on-premises, and managed resources.



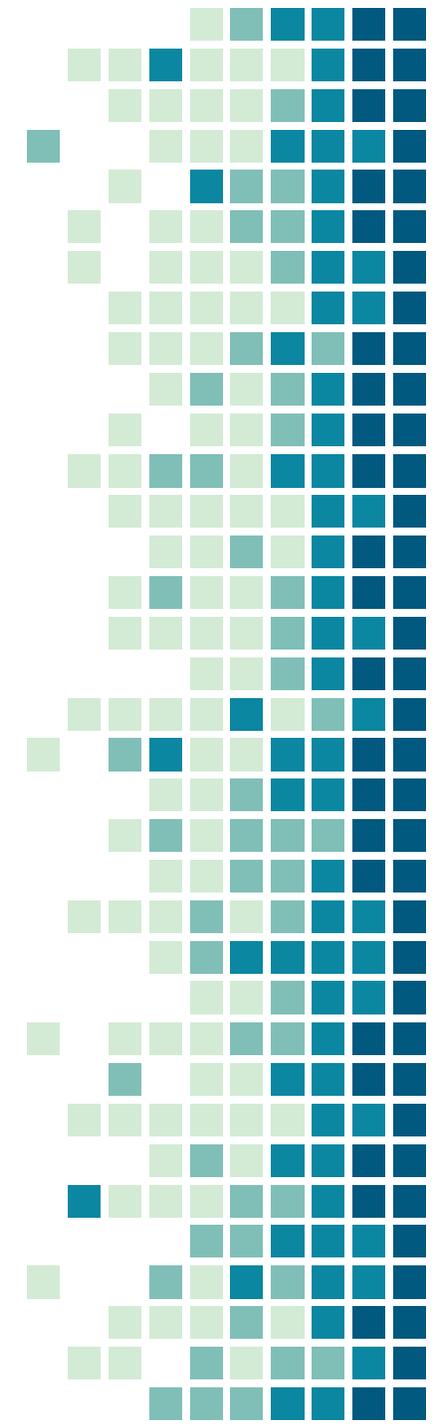
# Task Timeline

- UI UX Designs
- Understanding of blockchain technology
- Research & learning for project



- Final phase of development
- Testing of project
- Hands-on UI on on-going project
- Training as trainee for Ethereum sessions.

- Training on Ethereum
- Understanding & training DApps
- Development of ERC20\_ICO(project)
- Hosting website on AWS



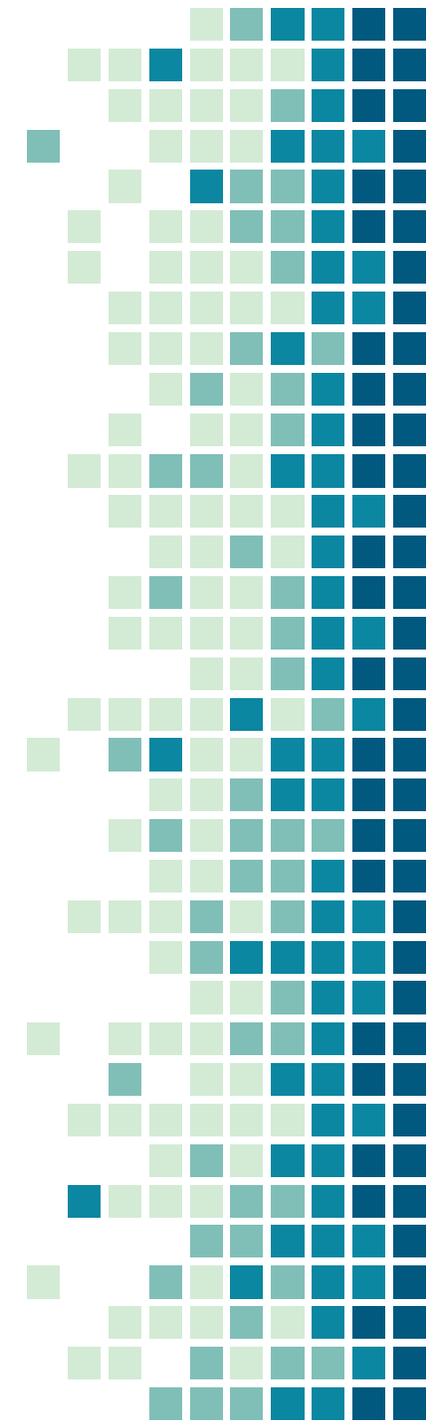
# Model Phase (End Feb - March)

## Objectives:

- Understanding project Idea
- Breakdown of idea into feasible product
- Preparation of design screens of one flow to get project understanding on the look of web application.

## Learnings:

- Requirements Gathering and understanding them.
- Understanding the business context of application.
- Basic understanding of required resources for web application.



# Frame Phase (April)

New Tab x ICO\_DApp x +

localhost:3000

Apps Untitled Diagram -... Xd Farm Prod Asset 1 (... The five consensus... (26) Proof of WHAT... Reading list

## Let's Invest And Grow Together

### Snapper Future Tech

[Buy now](#) [About Token](#)

Snapper Future Tech is a global services & technology products company, leading digital transformation for enterprises using blockchain. It offers services in Blockchain application development, training & consulting and an innovative suite of specialised products for e-Governance, Financial Services, Insurance, Sustainable Supply Chain & Healthcare. Established in 2017 in Pune, Snapper Future Tech has raised Pre-Seed and Seed rounds.

[Admin](#) [Investor](#)

Type here to search

26°C 11:37 25-06-2021 ENG

New Tab x ICO\_DApp x +

localhost:3000/Admin

Apps | Untitled Diagram -... | Xd Farm Prod Asset 1 (... | The five consensus... | (26) Proof of WHAT... | Reading list

Home

Start:25/6/2021,11:55:52  
End:25/6/2021,11:60:52

Admin

Investor

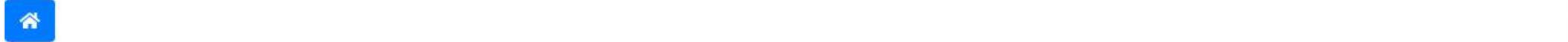
### KYC Whitelisting

Address To Allow :  [Add to Whitelist](#)

Pause ICO :

Snapper Balance : 0 Eth

Required fund : 0.000000000000000001



Start:25/6/2021,11:56:2  
End:25/6/2021,11:61:2

Admin

Investor

### For Buying More Token

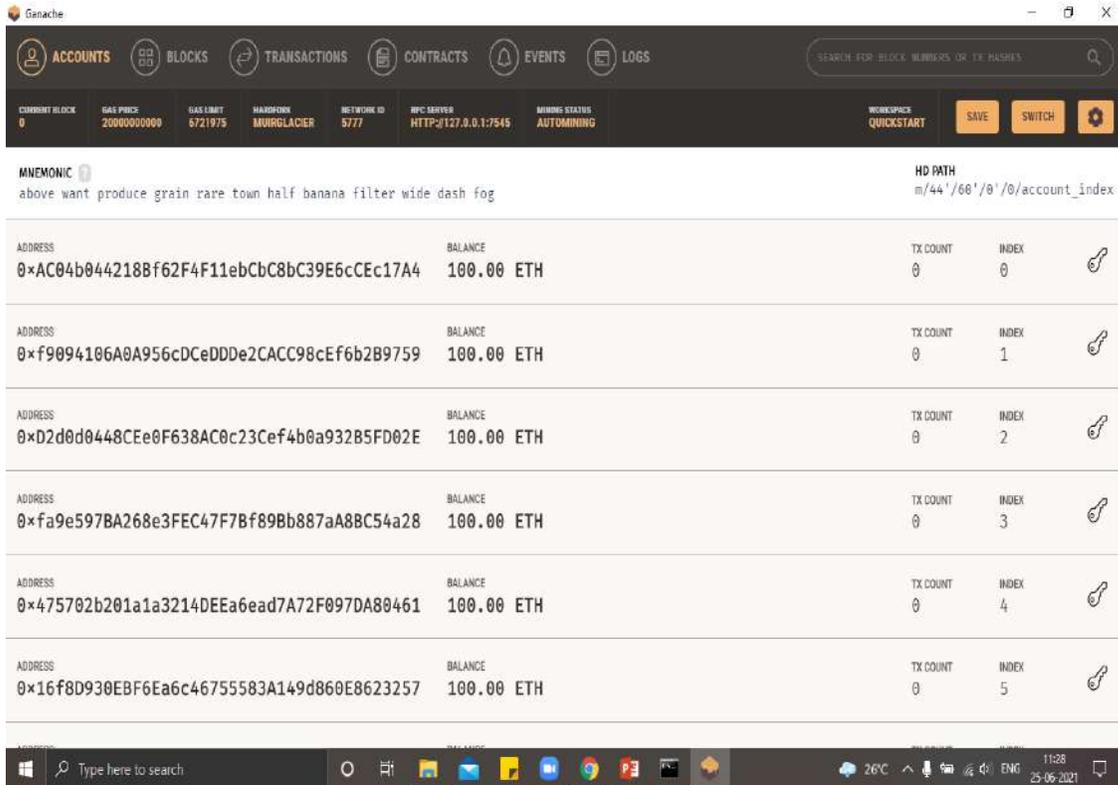
EOA Address : 0xc8Babff838f42F3841F1D6C05D385f556421Af65 [copy](#)

[Buy Tokens Now](#)

## Transaction Logs

Recipient	To	Value	No. Tokens
-----------	----	-------	------------

# Build Phase : Backend & Network (May)



The screenshot shows the Ganache application interface. At the top, there are navigation tabs for ACCOUNTS, BLOCKS, TRANSACTIONS, CONTRACTS, EVENTS, and LOGS. Below these, there are various settings and status indicators. The main area displays a list of accounts with their addresses, balances, transaction counts, and indices. A mnemonic phrase is also visible at the top left.

**ACCOUNTS** | BLOCKS | TRANSACTIONS | CONTRACTS | EVENTS | LOGS

SEARCH FOR BLOCK NUMBERS OR TX HASHES

CURRENT BLOCK: 0 | GAS PRICE: 2000000000 | GAS LIMIT: 6721975 | HARDFORK: MURGLACIER | NETWORK ID: 5777 | RPC SERVER: HTTP://127.0.0.1:7545 | MINING STATUS: AUTOMINING

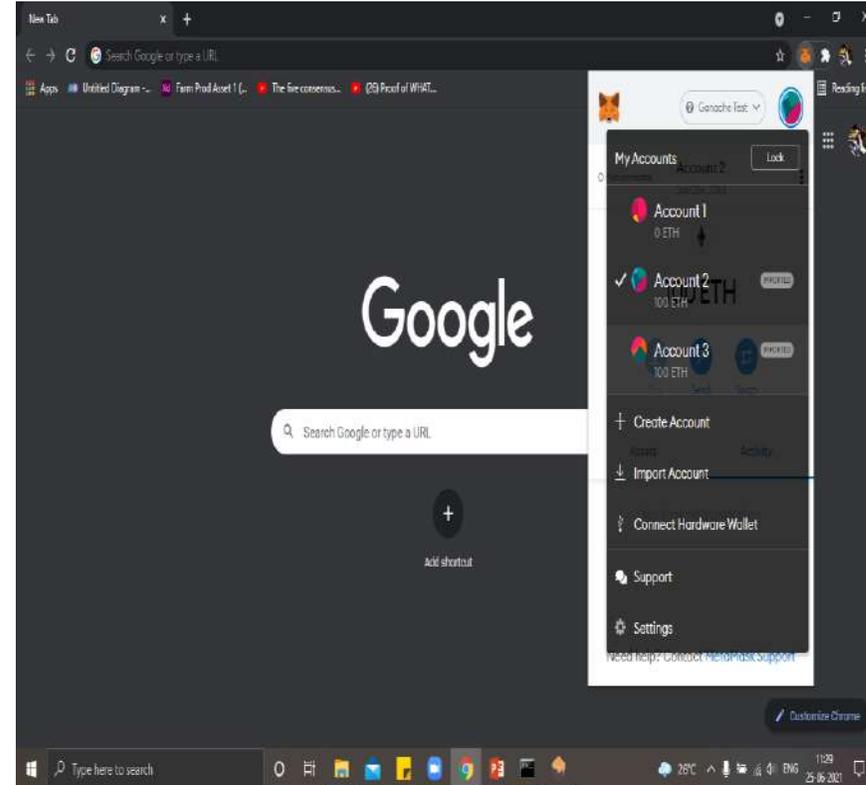
WORKSPACE QUICKSTART | SAVE | SWITCH

**MNEMONIC** ? | **HD PATH**

above want produce grain rare town half banana filter wide dash fog | m/44'/66'/0'/0'/account\_index

ADDRESS	BALANCE	TX COUNT	INDEX	
0xAC04b044218Bf62F4F11ebCbC8bC39E6cCEc17A4	100.00 ETH	0	0	
0xf9094106A0A956cDCeDDDe2CACC98cEf6b2B9759	100.00 ETH	0	1	
0xD2d0d0448CEe0F638AC0c23Cef4b0a932B5FD02E	100.00 ETH	0	2	
0xfa9e597BA268e3FEC47F7Bf89Bb887aA88C54a28	100.00 ETH	0	3	
0x475702b201a1a3214DEEa6ead7A72F097DA80461	100.00 ETH	0	4	
0x16f8D930EBF6Ea6c46755583A149d860E8623257	100.00 ETH	0	5	

Type here to search | 26°C | 11:28 | 25-06-2021



The screenshot shows a Chrome browser window with the Ganache interface open. The browser's address bar shows a search for 'Google or type a URL'. The Ganache interface is visible in the background, showing the same account details as the previous screenshot.

New Tab | Search: Google or type a URL

Apps | United Diagram... | Farm Prod Asset 1... | The fire conservancy... | Q9 Proof of WHAT...

My Accounts | Account 2 | Lock

- Account 1 | 0 ETH
- Account 2 | 100 ETH | **SELECTED**
- Account 3 | 100 ETH

+ Create Account | Import Account | Connect Hardware Wallet | Support | Settings

Customize Chrome

Type here to search | 26°C | 11:29 | 25-06-2021

# Build Phase : Frontend & API's (June)

The screenshot shows a web browser window with the address bar at `localhost:3000`. The page features a blue header with the text "Let's Invest And Grow Together". Below the header, there is a section for "Snapper Future Tech" with "Buy now" and "About Token" buttons, and an "Admin" button. A MetaMask connection overlay is displayed on the right side of the browser window, showing the MetaMask logo, the URL `http://localhost:3000`, and the title "Connect With MetaMask". The overlay prompts the user to "Select account(s)" and lists three accounts: "Account 1 (...f36e) 0 ETH", "Account 2 (...17a4) 99.933794 ETH", and "Account 3 (...9759) 100 ETH". The "Next" button is highlighted in blue.

Let's Invest And Grow Together

## Snapper Future Tech

Buy now About Token

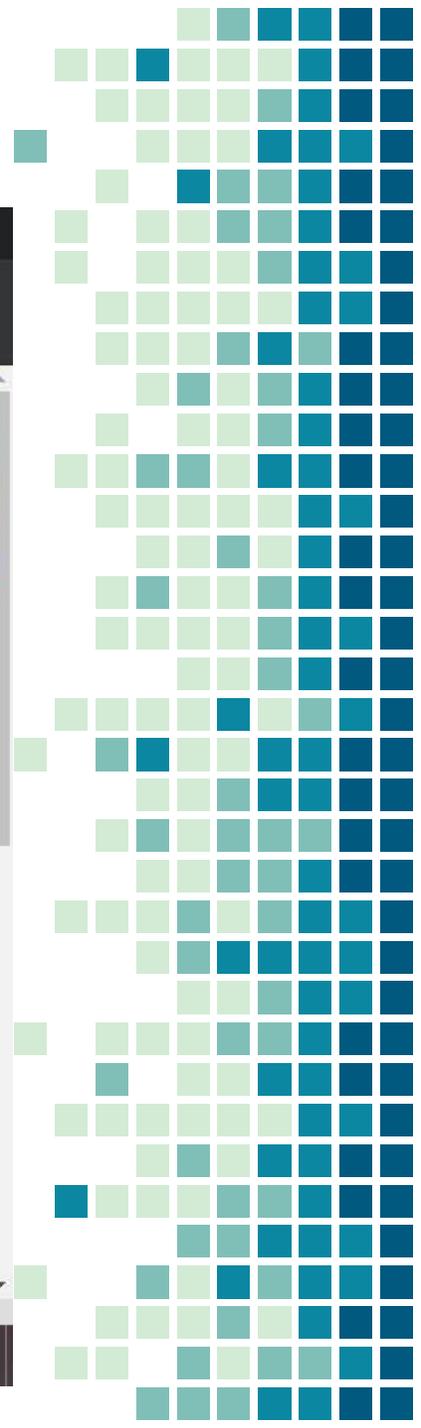
Admin

Account 1 (...f36e) 0 ETH

Account 2 (...17a4) 99.933794 ETH

Account 3 (...9759) 100 ETH

Next



# Build Phase :End-to-End testing (Jul)

localhost:3000 says  
Kyc for 0xAc04b044218Bf62F4F11ebCbC8bC39E6cCEc17A4s Completed!

Start: 25/6/2021, 11:56:47  
End: 25/6/2021, 11:61:47

Investor

### KYC Whitelisting

Address To Allow: 0xAc04b044218Bf62F4F11ebCbC8bC39E6cCEc17A4

Pause ICO:  Snapper Balance: 0 Eth  
Required fund: 0.000000000000000001

localhost:3000 says  
Timed Out

Start: 25/6/2021, 12:2:54  
End: 25/6/2021, 12:7:54

Investor

For Buying More Token

EOA Address: 0xc8Babff838f42f3841f1D6c05D385f556421A65

### Transaction Logs

Recipient	To	Value	No. Tokens
0xAc04b044218Bf62F4F11ebCbC8bC39E6cCEc17A4	0xc8Babff838f42f3841f1D6c05D385f556421A65	0.000000000000000001	10

localhost:3000/Investor

Start: 25/6/2021, 12:1:18  
End: 25/6/2021, 12:6:18

Admin

Investor

For Buying More Token

EOA Address: 0xc8Babff838f42f3841f1D6c05D385f556421A65

### Transaction Logs

Recipient	To	Value	No. Tokens
0xAc04b044218Bf62F4F11ebCbC8bC39E6cCEc17A4	0xc8Babff838f42f3841f1D6c05D385f556421A65	0.000000000000000001	10

MetaMask Notification

Account 2 → 0xc8Babff838f42f3841f1D6c05D385f556421A65

BUY TOKENS

DETAILS DATA

0.127718  
No Conversion Rate Available

GAS FEE

Gas Price (Gwei) Gas Limit

20 6385876

AMOUNT + GAS FEE

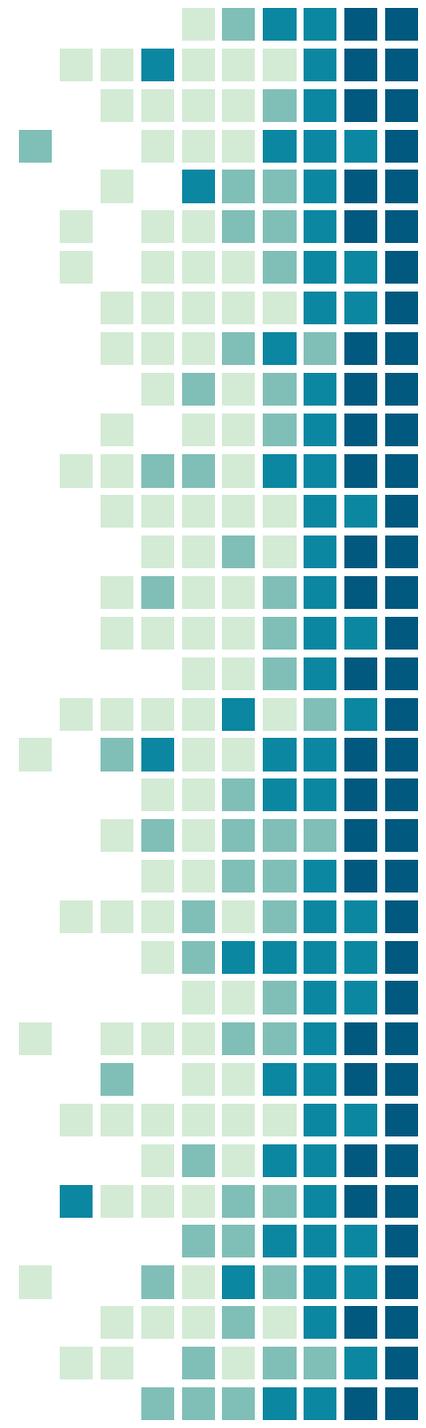
TOTAL 0.127718  
No Conversion Rate Available

ALERT: Transaction Error: Exception thrown in contract code.

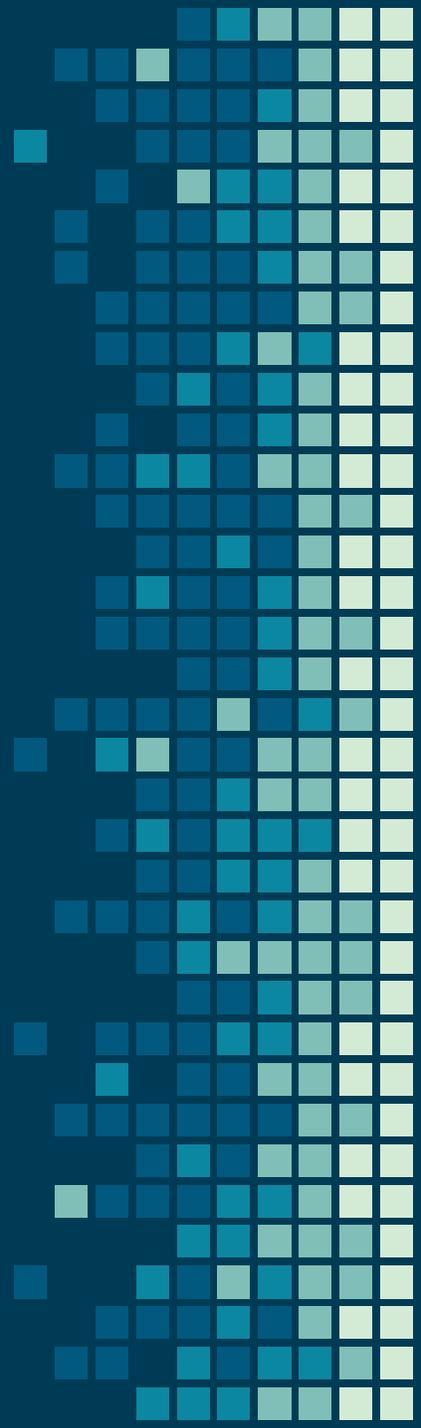
# Conclusion

At Snapper Future Tech I have learned handful of technologies along with soft skills and key concepts that will surely help me in future.

- Proper understanding of designs and color theory.
- Relevance and impact of designs on a product.
- Different architectural Patterns used in industry.
- Learning on working with blockchain and integration of DApps.
- Learnings on AWS and APIs gave me knowledge on best practices to be followed for seamless and optimized queries to database.
- Hands-on experience on on-going project gave me flow of project and team-work experience
- Giving role as trainee helped me with my communication skills and handling client's



THANK YOU





Reference: ZCST/AL/054

Date: 3/ 11 /2020

**Ms. Prajakta Jagtap**  
Taljai Pathar Near  
Vijayashankar Society ,  
Pune -411043

**Subject:** Regarding Offer of Appointment with Zplus Cyber Secure Technologies Pvt. Ltd as  
**Software Developer**, Department: **Software Development**

Dear **Prajakta Jagtap**,

With reference to your discussion with the company, we are pleased to make an offer of employment for the position of **Software Developer**, Department: **Software Development** at our organization. After probation period your CTC of **96,000 Rs./- (ninety-six thousand only)**.

Letter of appointment will be given to you on joining.

This offer of appointment is firm subject to all the following:

- a) Verification from previous employments, Please note that if any of the information given by you is found to be incorrect, this offer will be revoked.
- b) Submission of copy of the letter of resignation from your current employer duly acknowledged within a week of the date of this letter
- c) Communication to us in writing, within 1 week of the date of this letter, the confirmed date of your joining our company.
- d) Accept the letter with below term and condition.
  - Your probation period will be for **two months** starting from the date of you're joining. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management.
  - Your pay during the probation period will be performance base.
  - In case, any of the party wishes to call off the contract then it can be done by giving a notice period of 60 days.



Kindly note that if you do not meet the above requirements, this offer will be revoked automatically.

We look forward to a positive confirmation from you and to your joining the Zplus Cyber Secure Technologies Pvt. Ltd team.

Yours truly,  
For, Zplus Cyber Secure Technologies Pvt. Ltd,

—  
**Gorakh Bhosale**

Managing Director  
Enclosure: Salary Details

**Reference: ZCST/AL/054****Ms. Prajakta Jagtap,, Designation: Software Developer, Department: Software Development**

<b>Salary Structure 2020-21</b>				
<b>Earnings</b>	<b>Amount(Rs)</b>	<b>Per Annum(Rs)</b>	<b>Deductions</b>	<b>Amount(Rs)</b>
Monthly Components	<b>8,000</b>	96,000	Professional Tax	250
Basic Salary	5000		Empl ESI	
HRA	1000			
Conveyance Allowance	1000			
Educational Allowance	1000			
Other Allowance				
Incentive				
<b>Gross Pay</b>	8,000		<b>Total Deductions</b>	<b>250</b>
<b>Take Home</b>	7,750			
<b>Cost to Company</b>		96,000		

**Authorized Signatory**

Date : 01/08/2021

To

Aniket Dnyaneshwar Padwal  
Pune

Congratulations! We are pleased to confirm you have been selected to work for Reallaunchers Web solutions. We are delighted to make you the offering **internship** at a salary of Rs.1800.00 per month.

This position reports to **the Project Head**. Your working hours will be from 10.00am to 06.30pm (normal workdays) and 10.00am to 01.30pm on Saturdays. The minimum expected length of term is 6 months 01<sup>st</sup> Aug 2021 – 31<sup>st</sup> Jan 2021.

We would like you to start work on (01<sup>st</sup> Aug 2021) at (10.00am). Please report to **Office**, for documentation and orientation. If this date is not acceptable, please contact me immediately.

We will be working from php MYSQL.

We are confident you will be able to make a significant contribution to the success of our Reallaunchers Web Solutions and look forward to working with you.

Sincerely,

Payal Kule Karnawat  
Reallaunchers.com

I accept the offer as outlined above.

Name :

Date :



**VSH SOLUTIONS PRIVATE LIMITED**

#7, Silver Estate, D Building,  
S.No: 629/2/2, Bibwewadi Pune-411037  
Maharashtra, India

Date: 22<sup>nd</sup> May 2021

To,  
Navneet Sortur

Subject: Offer letter

Dear Navneet,

This has reference to the various discussions you had with us.

We are pleased to make a provisional offer of appointment as **"Trainee Software Engineer"**. Your Internship program will commence from 1<sup>st</sup> June 2021 to November 2021. During this tenure you will be paid monthly Stipend of INR 07,000/- You will be on our payroll after completion of internship with **permanent Software Engineer** Position with annual CTC of **INR 2, 40,000/-** from December 2021-October-2022.

On reporting please bring two recent passport size photographs, photocopy of all educational certificates, proof of age certificate.

You are required to join the Company on or before **20/05/2021**. Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

We look forward to a mutually rewarding relationship.

Yours faithfully  
For **VSH Solution Private Limited**

Sayali Deshmukh- HR Manager

Accepted & Agreed

**Mr. Navneet Sortur.**

**Verasys Technologies Pvt. Ltd.**

2nd Floor, Bhavna Building, V.S. Marg,  
Prabhadevi, Mumbai- 400025  
Tel: +91 22 43156000  
Email ID: info@verasys.in  
CINNo: U72900MH2016PTC285121



[www.vsign.in](http://www.vsign.in)

Appointment Letter

To,  
Pranav Chand

Date: 01-03-2021

Dear Pranav,

We are pleased to inform you that you have been selected for the position of 'Junior Java Developer' in our IT department.

We are delighted to make the following job offer to you.

Your working hours will be from 9.30 am to 6.30 pm Monday to Friday and 11 am to 3 pm on Saturdays.

Probation period will be for 6 months during which you will draw a Salary of Rs. 15,500/- per month. On completion of probation period, your performance will be reviewed and salary will be revised accordingly.

Leaves 15 casual days leave per year

Profession tax, ESIC deductions, PF will apply, if eligible.

We are confident that you will be able to make a significant contribution to the success of our company and look forward to you joining our company.

Please sign a copy of this letter and return it to indicate your acceptance of this offer along with the following documents

- 1 Photographs – 5
- 2 ID Proof – Pan card / Driving Licence / Passport
- 3 Address Proof – Ration Card / Aadhaar Card / Passport Copy/ Driving license

Sincerely,

**Madhumita Harshe**

**Authorized Signatory**





## RIKAIAN Technology Pvt. Ltd.

CIN: U74999PN2019PTC181918

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19-Jan-21

To whomsoever it may concern

This is to confirm that Mr. Abhishek Thatte has been accepted as an intern at Rikaian Technology Pvt. Ltd. This internship is for his last year MSC.CS course during the academic year 2020-21.

For Rikaian Technology Pvt. Ltd.

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

Chaitanya Park, Sector No.29,  
DY Patil College Road,  
Near Dharmaraj Chowk, Akurdi.  
Contact-9689189495

[www.ssptechnosys.com](http://www.ssptechnosys.com)



**REF: INT-SSP1801-2020**

**Date: 01/12 /2020**

**Dear Rupali Laxman Chaudhary,**

This letter is with reference to your Internship application for the post of “**Java Development Intern**” We are happy to inform you that you have been selected for the applied post and are offering an internship position which will be for a minimum period of **Six months**. After further review of your performance, you will be given a probation period.

**College Name-P.V.G.College Of Science.**

**University Name-Savitribai Phule Pune University, Pune.**



*[Handwritten signature]*

**AUTHORIZED PERSON SIGN**

**SSP TECHNOLOGY PUNE**



**WEBHUB TECHNOLOGY**  
Soft Solutions for the Hard Problems

Office Address: 04th floor, S. M. Tower, Above Jijamata bank, Karvenagar, Pune-411052.  
E-mail: [info@webhub.co.in](mailto:info@webhub.co.in) Website: [www.webhub.co.in](http://www.webhub.co.in)

---

**REF:** INT-webhub630-2021

**Date:** 01/02/2021

Dear **Rutuja Bankar**,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Java Developer -Intern** with WebHub Technology Pune. We take this opportunity to welcome you to WebHub Technology Pune. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

**College Name:** Pvg's College Of Science

**University Name:** Savitribai Phule Pune University, Pune.

**Duration:** 06 Month

**Assign Project:** Municipal Corporation Online Complaint Handling Process

**YOURS SINCERELY,**

**FOR WEBHUB TECHNOLOGY PUNE**

**HUMAN RESOURCE MANAGER**

[www.webhub.co.in](http://www.webhub.co.in)

## INTERNSHIP OFFER LETTER

Date: 15-01-2021

### To Whomsoever It May Concern

Dear Saurabh,

**RN WebBrand Solutions Pvt.Ltd.** is pleased to offer you an internship opportunity as a programmer intern.  
Congratulations and welcome to the team!

You will be receiving an internship experience certificate at the end of successful completion of the internship. Your major duties will include development and support for the company's product line .

Internship Start Date:-16-01-2021

Internship End Date:-15-07-2021

Monthly Stipend:-7000/-

For **RN WebBrand Solutions Pvt.Ltd.**

Authorized signature & Seal

Mr. Nilesh G. Mahale (Director)

Mr. Ritesh D. Wankhade (Director)



27 May, 2021

**Ms. Seema Ghadage**

Sinhgad road, Nanded Phata

Pune, 411041

Dear **Seema**,

**Welcome to the TietoEVERY family!**

We are pleased to offer you the position of **Junior Service Desk Specialist** in our organization. The terms and conditions of the Letter Of Intent are given below.

- Your place of joining will be **Pune**.
- You are expected to join as early as possible, and not later than **31 May, 2021** failing which we presume you do not have interest in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled.
- Your reporting time on the date of joining is **09:00 AM**.
- Your fixed annual salary package will be INR **325,000.00** (Rupees Three Lakh Twenty Five Thousand Only)
- Your fixed term employment will be from \_\_\_\_\_ to **30 May, 2022**. There is no liability for the company to extend or confirm your service after the employment period.
- This offer of appointment is conditional and subject to your clearance of the background verification and/ reference checks by an external agency designated by the company.
- Leaves: You are entitled for public holidays and Earned leave as per TietoEVERY guidelines. Leave will have to be requested one week prior. There will be no leave encashment upon your exit from TietoEVERY.
- Notice Period: This agreement can be terminated during the period of its validity, by either party, by giving a one month's notice in writing to the other or compensation in lieu thereof.
- We reiterate that your compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with the utmost seriousness.
- During and after your employment, all information that you obtain about the business and affairs of Tieto India Private Limited (also referred to as Tieto) a subsidiary of Tieto Corporation, Finland or clients or customers of Tieto India Private Limited to be kept confidential by you. During your employment and thereafter, you will not divulge to any person, firm or Company whatsoever (other than to the Directors or partners of Tieto India or their authorized representatives.) confidential information of any description acquired by you while in Tieto India service concerning process of manufacture, business practices or affairs of Tieto India or any of its associates, or their customers or suppliers.
- The company reserves the right to alter, amend, add, or modify any terms of this agreement at its sole discretion as and when required.
- In accordance with the standard practice of our Company, we request you to treat these terms as confidential.

The scope of your roles and responsibilities under the agreement will be:

- Handle telephonic, email or Chat interactions to understand, troubleshoot and resolve technical issues
- Quickly learn and adapt to processes and procedures to perform tasks
- Be able to multitask with accuracy
- Provide excellent end user experience in every interaction with internal / external customers
- Be flexible to work in rotating shifts in 24/7 environment covering night shifts and any two days as weekly offs

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

Yours sincerely,

**TietoEVERY, India Recruitment**

***No signature is required as this is a system generated letter.***



Reference: ZCST/AL/053

Date: 3/ 11 /2020

**Ms. Shravani Wagh**  
At post-Khanapur Tal-Haveli  
Dist-Pune 25

**Subject:** Regarding Offer of Appointment with Zplus Cyber Secure Technologies Pvt. Ltd as  
**Software Developer**, Department: **Software Development**

Dear **Shravani Wagh**,

With reference to your discussion with the company, we are pleased to make an offer of employment for the position of **Software Developer**, Department: **Software Development** at our organization. After probation period your CTC of **96,000 Rs./- (ninety-six thousand only)**.

A letter of appointment will be given to you on joining.  
This offer of appointment is firm subject to all the following:

- a) Verification from previous employments, Please note that if any of the information given by you is found to be incorrect, this offer will be revoked.
- b) Submission of copy of the letter of resignation from your current employer duly acknowledged within a week of the date of this letter
- c) Communication to us in writing, within 1 week of the date of this letter, the confirmed date of your joining our company.
- d) Accept the letter with below term and condition.
  - Your probation period will be for **two months** starting from the date of you're joining. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management.
  - Your pay during the probation period will be performance base.
  - In case, any of the party wishes to call off the contract then it can be done by giving a notice period of 60 days.



Kindly note that if you do not meet the above requirements, this offer will be revoked automatically.

We look forward to a positive confirmation from you and to your joining the Zplus Cyber Secure Technologies Pvt. Ltd team.

Yours truly,  
For, Zplus Cyber Secure Technologies Pvt. Ltd,

—

**Gorakh Bhosale**

Managing Director  
Enclosure: Salary Details



Reference: ZCST/AL/053

Ms. Shravani Wagh, Designation: Software Developer, Department: Software Development

<b>Salary Structure 2020-21</b>				
<b>Earnings</b>	<b>Amount(Rs)</b>	<b>Per Annum(Rs)</b>	<b>Deductions</b>	<b>Amount(Rs)</b>
Monthly Components	<b>8,000</b>	96,000	Professional Tax	250
Basic Salary	5000		Empl ESI	
HRA	1000			
Conveyance Allowance	1000			
Educational Allowance	1000			
Other Allowance				
Incentive				
<b>Gross Pay</b>	8,000		<b>Total Deductions</b>	<b>250</b>
<b>Take Home</b>	7,750			
<b>Cost to Company</b>		96,000		

Authorized Signatory

**OFFER LETTER**Date: 24<sup>th</sup> March 2021

Dear Shweta Odel,

Congratulations! We are pleased to offer you the position of 'SEO Analyst' with us here at Prudour Private Limited, Narhe, Pune. We hope you will enjoy your role and make a significant contribution to the success of the business.

Salary structure is attached herewith. Your cost to company (CTC) will be ₹2,02,464/- Annually.

**Commencement Date**

Your employment will commence on 26<sup>th</sup> March 2021.

**Location**

You will be based at Prudour Private Limited, Ambegaon, Pune, but may be required to work at such other locations within Pune as reasonably determined by the needs of the business.

**Office Working Days and Timings**

Prudour Private Limited has five working days i.e. Monday to Friday. General hours of business are between 09.00 a.m. to 06.00 p.m. or 11.00 a.m. to 8.00 p.m. or 02.00 p.m. to 11.00 p.m. You need to complete 9 hrs duty. From time to time you will be required to work reasonable additional hours or after or before regular working hours when necessary to perform your duties.

**Privacy**

During your employment, you may become aware of information relating to the business of Prudour Private Limited, including but not limited to client lists, trade secrets, and client details and pricing structures.

You shall not, either during or after your employment, without the prior consent of the Prudour Private Limited, directly or indirectly divulge to any person or use the confidential information for your own or another's benefit. You are required to observe and uphold all of the company's privacy policies and procedures as implemented or varied from time to time.

Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

**Probation Period**

Your Probation period will be for 03 to 06 months from the date of joining. You will be confirmed after completion of probation period on basis of your performance.

