



September 20, 2024

Dear Akash,

We are delighted to have you as part of our growing Synechron family. Welcome aboard!

While you're waiting to join us, take some time to hear our experts and explore our [podcast](#) channel. Also, follow us on our social channels: [Facebook](#), [LinkedIn](#), [Twitter](#), [YouTube](#) and [Instagram](#) to experience our work and culture first hand!

At Synechron, wellbeing of our employees and their families is utmost priority. We have taken various initiatives to ensure safety and welfare of our employees and their families in these stressful times. Our people are our best partners in growth and we have left no stone unturned to ensure the best for them. It is our people who have helped us achieve the honor of **Best Place to Work** for four consecutive years **2020, 2021, 2022 and 2023!** We were also a finalist at the US Fintech Awards in the Best Employer Category.

Synechron delivers best-in-class business solutions for banks, asset managers, and insurance companies around the world. We are a leading digital transformation consulting firm focused on the financial services industry, working to Accelerate Digital initiatives for our clients through global technology teams. We invest heavily in our strategy and initiatives that span innovation, research & development, and training.

Now that you're a key team member at Synechron, we would like to ask you to refer your friends, ex-colleagues and acquaintances for joining us. Refer and you can get some cool goodie bags with branded merchandise from us, along with exciting referral bonus.

Take a look at the [open roles](#), and if you know anyone who can be a great team player and is experienced and talented at work, do share their CVs with us at Recruitment@synechron.com. You may also take a look at our diversity hiring programs [here](#).

Despite the virtual work setting that the pandemic has enforced on us, we will ensure a smooth onboarding for you. We offer superlative employment benefits that match the best in the industry. Trust us with your talent in this great career opportunity, and soar with us to greater heights of success!

Wishing you a fruitful career journey with us!

Best wishes,

Hareesha Pattaje

Managing Director and Country Head - India Synechron

India - Pune Office

Synechron Technologies Pvt. Ltd.
CEDAR Building, Ascendas IT Park
Rajiv Gandhi Infotech Park,
Hinjewadi Phase III
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info@synechron.com
www.synechron.com



September 20, 2024

Akash Lanke

Dear Akash

With reference to your application and subsequent interview, we are pleased to offer you a position with **Synechron Technologies Pvt. Ltd.** as **Jr. Associate - Technology** on the following terms and conditions:

- Your cost to company including benefits, while posted in India, will be **Rs. 482,058 (Four Lakh Eighty Two Thousand Fifty Eight Only)** The detailed CTC and benefits breakup is as per the attached Annexure, subject to Income Tax deductible at source.
- You are requested to join us on or before **23/09/2024**.
- In case there is any kind of Joining Bonus/Notice Buyouts the candidate/ employee has to serve a minimum period of one year with Synechron Technologies Pvt. Ltd., else they will have to reimburse the entire amount to Synechron Technologies Pvt. Ltd.
- During your employment with the Company, you will be governed by the service rules and regulations of the company in force or as introduced or amended from time to time.
- During your employment with the Company, you will be liable to be transferred to any of the offices, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management.
- In case of relocation for Joining, Company would be liable for all relocation expenses as per the bills provided for the same. This would include expenses incurred for moving yourself, family and household goods subject to an upper cap as per the policy of the organization. The candidate/employee has to serve a minimum period of one year with Synechron Technologies Pvt. Ltd., else they will have to reimburse the entire amount to Synechron Technologies Pvt. Ltd.

The company may terminate your services with three months' notice from the Company or with compensation equivalent to three months' salary.

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- ♦ In the case where you want to discontinue your employment, you will have to give three months clear notice in writing to the Company of your intentions to do so.
- ♦ You may be required to sign a Service Agreement with the company if you are sent for any specialized training that may be required to upgrade your skills and knowledge in order to take up required responsibilities and assignments. You agree to pay Synechron all costs and expenses incurred for sponsoring specific training in the specialized areas, technologies and skills in case you leave the company within a period of one year after the completion of the specialized training. However regular training provided on technical skills would not be forming part of specialized training. As a process employee will be clearly communicated before undertaking the specialized skilled, technology training, for which the recovery would be applicable on employee not serving the organization for the specified period of employment as per the organization policy.
- ♦ Your scope of work will be communicated to you after your joining wherein you shall be deemed to be under the Resource Management Group till further Project Allocation is communicated. You will be under training period till your final project allocation.
- ♦ As discussed, our offer is contingent on your signing and agreeing to abide by the terms of our company's Confidentiality Agreement. In brief, the Agreement requires that you hold in trust and not disclose to any party, directly or indirectly, during your employment with our company and thereafter, any confidential information relating to, among other items, research, development, trade secrets, employee and / or customer prospect lists, or the business affairs of our company and any of its clients.
- ♦ You have been engaged on the presumption that the particulars furnished by you in your application and resume are correct. In case the said particulars are found to be incorrect or that you have concealed or withheld some other relevant facts, your appointment with the company shall stand terminated / cancelled without any notice.
- ♦ The retirement age is 58.
- ♦ The said Offer is valid for a period of **7** days from the date of this Offer letter. If we do not receive your acceptance to this offer letter before 27/09/2024, then the said offer shall stand withdrawn.
- ♦ Should you accept this job offer, please sign the duplicate copy of this letter on each page with a confirmation on the date of your date of joining. Please note that no commitments other than what is mentioned in this letter & its annexure will be applicable to you or entertained by us, unless communicated to you by the Company in writing.

Upon accepting this Offer, If you do not join the Company on the date of joining mentioned in this offer letter, the terms of this letter and this Offer of employment will be deemed to have been rejected by you unless otherwise communicated to you by the Company in writing.

♦

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- ♦ You are advised to go through the contents of this letter of offer and annexure before signing the duplicate copy.
We take pleasure in welcoming you to Synechron Technologies Pvt. Ltd. and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Sincerely,

For **SYNECHRON TECHNOLOGIES PVT. LTD.**

Christin Spigai
Managing Director- CHRO

Agreed and accepted:

I have read the above-mentioned terms and conditions and the same has been explained to me.

I acknowledge that, I have understood and hereby agree to abide by the terms and conditions of employment, including Salary structure during my employment with the company. I will not raise any objection or have any dispute relating to points mentioned in the offer letter.

I am signing this document as a token of my acceptance on all the above-mentioned terms and conditions.

Akash Lanke

Date:

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Annexure to Letter of Offer

Akash Lanke

Designation: Jr. Associate - Technology

Joining Location: Pune - Hinjewadi (Ascendas)

FIXED SALARY	Per Month (Rs.)	Annual (Rs.)
Basic salary	15,100	181,200
House Rent Allowance	7,550	90,600
Leave Travel Allowance	1,258	15,100
Statutory Bonus	1,500	18,000
Company's Contribution to Provident Fund	1,812	21,744
Professional Development Allowance	10,280	123,356
CTC without Benefits	37,500	450,000
OTHER BENEFITS	Per Month (Rs.)	Annual (Rs.)
Gratuity (this is applicable in FNF if employee is eligible as per Gratuity Act)	726	8,716
Insurance - Medical (Synechron sponsored insurance for Employee, Spouse, and 2 children of INR 5L coverage)	1,577	18,928
Insurance - Term - Synechron sponsored insurance only for Employee of INR 30L coverage	205	2,460
Critical illness coverage - Synechron sponsored insurance only for Employee of INR 20L coverage	133	1,600
Insurance - Accident - Synechron sponsored insurance only for Employee of INR 15L coverage	30	354
Total Benefits	2,672	32,058

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CTC Including Benefits	40,172	482,058
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Other Benefits:

1. Public Holidays - Public Holiday cycle will commence on January 1 and close on December 31 of every year. You are entitled for 10 Public Holidays during a calendar year. Public holidays would comprise of 4 specific mandatory Holidays out of which 3 are National Holidays viz. January 26, August 15 and October 2 and 1 state holiday for every location. The allocation of public holidays shall be on pro-rata basis based on your date of joining and the current location of allocation.
2. Furlough Leaves - You will be directed on your eligibility of Furlough leaves as per directives from the Client. Upto 5 earned leaves from the earned leave balance can be applied and the rest of the furlough duration shall be considered for training and development / internal work assignments. This is to be followed irrespective of the duration of the furlough leaves. Sick Leaves can also be utilized in case of 0 EL balance. No extra leaves shall be allocated to any employee.
3. Working hours - Working hours for Synechron are 8:00 a.m. to 5:00 p.m. or 12:00 noon to 9:00 p.m. as applicable. This is based on a 9-hour day of which 1 hour is for lunch and casual breaks. Employees are allowed to set their own flexible timings based on project requirements and deadlines as long as they meet the 9-hour day policy after approval from their reporting authority.
4. Insurance benefits

You shall be covered under the following Insurance benefits from the date of joining:	
Group Medical Health Insurance	The Medical Insurance Policy covers you, your spouse and your children at company cost. The coverage amount is INR 5L. This policy also provides a provision of enrolling your parents/in-laws for which you have to contribute and the premium contribution (pro-rata from date of joining till 30th Mar) will be deducted in 3 installments from your monthly salary starting 1st month payroll from your DoJ.
Group Personal Accidental Insurance	This covers you for INR 15L coverage at company cost
Term Life Insurance	Term Life Insurance at company cost for a sum of INR 30L.
Critical Illness Coverage	Synechron sponsored insurance only for Employee of INR 20L coverage
Ex-Gratia amount paid by Company	Amount of INR 10L is paid to the nominees of deceased employee

5. Training/Certification/Higher Education - At Synechron we are committed in not just providing trainings, but we help our employees build their careers to ensure that we provide you ample learning opportunities as mentioned (but not limited to)

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below:

- Unlimited Udemy learning access from Day one of joining.
- High quality training programs by industry experts run through monthly training calendars and other focused interventions.
- Up to INR 90,000/- per year benefit to help you achieve industry recognized certifications, governed under our Certification Policy
- Up to INR 1,00,000/- onetime benefit for M.E. & MTech. Post-Graduation Distance Learning program, governed under our Higher Education Policy

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Best wishes,

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Managing Director and Country Head - India Synechron

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September 20, 2024

Ranjit Chandrakant Lavate

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- ♦ As discussed, our offer is contingent on your signing and agreeing to abide by the terms of our company's Confidentiality Agreement. In brief, the Agreement requires that you hold in trust and not disclose to any party, directly or indirectly, during your employment with our company and thereafter, any confidential information relating to, among other items, research, development, trade secrets, employee and / or customer prospect lists, or the business affairs of our company and any of its clients.
- ♦ You have been engaged on the presumption that the particulars furnished by you in your application and resume are correct. In case the said particulars are found to be incorrect or that you have concealed or withheld some other relevant facts, your appointment with the company shall stand terminated / cancelled without any notice.
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Sincerely,

For **SYNECHRON TECHNOLOGIES PVT. LTD.**

Christin Spigai
Managing Director- CHRO

Agreed and accepted:

I have read the above-mentioned terms and conditions and the same has been explained to me.

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Ranjit Lavate

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Best wishes,

Hareesha Pattaje

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T +1 212 619 5200

info@synechron.com
www.synechron.com



September 20, 2024

Siddhi Potdar

Dear Akash

With reference to your application and subsequent interview, we are pleased to offer you a position with **Synechron Technologies Pvt. Ltd.** as **Jr. Associate - Technology** on the following terms and conditions:

- Your cost to company including benefits, while posted in India, will be **Rs. 482,058 (Four Lakh Eighty Two Thousand Fifty Eight Only)** The detailed CTC and benefits breakup is as per the attached Annexure, subject to Income Tax deductible at source.
- You are requested to join us on or before **23/09/2024**.
- In case there is any kind of Joining Bonus/Notice Buyouts the candidate/ employee has to serve a minimum period of one year with Synechron Technologies Pvt. Ltd., else they will have to reimburse the entire amount to Synechron Technologies Pvt. Ltd.
- During your employment with the Company, you will be governed by the service rules and regulations of the company in force or as introduced or amended from time to time.
- During your employment with the Company, you will be liable to be transferred to any of the offices, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management.
- In case of relocation for Joining, Company would be liable for all relocation expenses as per the bills provided for the same. This would include expenses incurred for moving yourself, family and household goods subject to an upper cap as per the policy of the organization. The candidate/employee has to serve a minimum period of one year with Synechron Technologies Pvt. Ltd., else they will have to reimburse the entire amount to Synechron Technologies Pvt. Ltd.

The company may terminate your services with three months' notice from the Company or with compensation equivalent to three months' salary.

India - Pune Office
Synechron Technologies Pvt. Ltd.
CEDAR Building, Ascendas IT Park
Rajiv Gandhi Infotech Park,
Hinjewadi Phase III
Pune 411057
Reg. No. CIN U72200PN2001PTC016029

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- ♦ In the case where you want to discontinue your employment, you will have to give three months clear notice in writing to the Company of your intentions to do so.
- ♦ You may be required to sign a Service Agreement with the company if you are sent for any specialized training that may be required to upgrade your skills and knowledge in order to take up required responsibilities and assignments. You agree to pay Synechron all costs and expenses incurred for sponsoring specific training in the specialized areas, technologies and skills in case you leave the company within a period of one year after the completion of the specialized training. However regular training provided on technical skills would not be forming part of specialized training. As a process employee will be clearly communicated before undertaking the specialized skilled, technology training, for which the recovery would be applicable on employee not serving the organization for the specified period of employment as per the organization policy.
- ♦ Your scope of work will be communicated to you after your joining wherein you shall be deemed to be under the Resource Management Group till further Project Allocation is communicated. You will be under training period till your final project allocation.
- ♦ As discussed, our offer is contingent on your signing and agreeing to abide by the terms of our company's Confidentiality Agreement. In brief, the Agreement requires that you hold in trust and not disclose to any party, directly or indirectly, during your employment with our company and thereafter, any confidential information relating to, among other items, research, development, trade secrets, employee and / or customer prospect lists, or the business affairs of our company and any of its clients.
- ♦ You have been engaged on the presumption that the particulars furnished by you in your application and resume are correct. In case the said particulars are found to be incorrect or that you have concealed or withheld some other relevant facts, your appointment with the company shall stand terminated / cancelled without any notice.
- ♦ The retirement age is 58.
- ♦ The said Offer is valid for a period of **7** days from the date of this Offer letter. If we do not receive your acceptance to this offer letter before 27/09/2024, then the said offer shall stand withdrawn.
- ♦ Should you accept this job offer, please sign the duplicate copy of this letter on each page with a confirmation on the date of your date of joining. Please note that no commitments other than what is mentioned in this letter & its annexure will be applicable to you or entertained by us, unless communicated to you by the Company in writing.

Upon accepting this Offer, If you do not join the Company on the date of joining mentioned in this offer letter, the terms of this letter and this Offer of employment will be deemed to have been rejected by you unless otherwise communicated to you by the Company in writing.

♦

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- ♦ You are advised to go through the contents of this letter of offer and annexure before signing the duplicate copy.
We take pleasure in welcoming you to Synechron Technologies Pvt. Ltd. and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Sincerely,

For SYNECHRON TECHNOLOGIES PVT. LTD.

Christin Spigai
Managing Director- CHRO

Agreed and accepted:

I have read the above-mentioned terms and conditions and the same has been explained to me.

I acknowledge that, I have understood and hereby agree to abide by the terms and conditions of employment, including Salary structure during my employment with the company. I will not raise any objection or have any dispute relating to points mentioned in the offer letter.

I am signing this document as a token of my acceptance on all the above-mentioned terms and conditions.

Siddhi Potdar

Date:

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September 20, 2024

Annexure to Letter of Offer

Siddhi Potdar

Designation: Jr. Associate - Technology

Joining Location: Pune - Hinjewadi (Ascendas)

FIXED SALARY	Per Month (Rs.)	Annual (Rs.)
Basic salary	15,100	181,200
House Rent Allowance	7,550	90,600
Leave Travel Allowance	1,258	15,100
Statutory Bonus	1,500	18,000
Company's Contribution to Provident Fund	1,812	21,744
Professional Development Allowance	10,280	123,356
CTC without Benefits	37,500	450,000
OTHER BENEFITS	Per Month (Rs.)	Annual (Rs.)
Gratuity (this is applicable in FNF if employee is eligible as per Gratuity Act)	726	8,716
Insurance - Medical (Synechron sponsored insurance for Employee, Spouse, and 2 children of INR 5L coverage)	1,577	18,928
Insurance - Term - Synechron sponsored insurance only for Employee of INR 30L coverage	205	2,460
Critical illness coverage - Synechron sponsored insurance only for Employee of INR 20L coverage	133	1,600
Insurance - Accident - Synechron sponsored insurance only for Employee of INR 15L coverage	30	354
Total Benefits	2,672	32,058

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CTC Including Benefits	40,172	482,058
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Other Benefits:

- Public Holidays - Public Holiday cycle will commence on January 1 and close on December 31 of every year. You are entitled for 10 Public Holidays during a calendar year. Public holidays would comprise of 4 specific mandatory Holidays out of which 3 are National Holidays viz. January 26, August 15 and October 2 and 1 state holiday for every location. The allocation of public holidays shall be on pro-rata basis based on your date of joining and the current location of allocation.
- Furlough Leaves - You will be directed on your eligibility of Furlough leaves as per directives from the Client. Upto 5 earned leaves from the earned leave balance can be applied and the rest of the furlough duration shall be considered for training and development / internal work assignments. This is to be followed irrespective of the duration of the furlough leaves. Sick Leaves can also be utilized in case of 0 EL balance. No extra leaves shall be allocated to any employee.
- Working hours - Working hours for Synechron are 8:00 a.m. to 5:00 p.m. or 12:00 noon to 9:00 p.m. as applicable. This is based on a 9-hour day of which 1 hour is for lunch and casual breaks. Employees are allowed to set their own flexible timings based on project requirements and deadlines as long as they meet the 9-hour day policy after approval from their reporting authority.
- Insurance benefits

You shall be covered under the following Insurance benefits from the date of joining:	
Group Medical Health Insurance	The Medical Insurance Policy covers you, your spouse and your children at company cost. The coverage amount is INR 5L. This policy also provides a provision of enrolling your parents/in-laws for which you have to contribute and the premium contribution (pro-rata from date of joining till 30th Mar) will be deducted in 3 installments from your monthly salary starting 1st month payroll from your DoJ.
Group Personal Accidental Insurance	This covers you for INR 15L coverage at company cost
Term Life Insurance	Term Life Insurance at company cost for a sum of INR 30L.
Critical Illness Coverage	Synechron sponsored insurance only for Employee of INR 20L coverage
Ex-Gratia amount paid by Company	Amount of INR 10L is paid to the nominees of deceased employee

- Training/Certification/Higher Education - At Synechron we are committed in not just providing trainings, but we help our employees build their careers to ensure that we provide you ample learning opportunities as mentioned (but not limited to)

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below:

- Unlimited Udemy learning access from Day one of joining.
- High quality training programs by industry experts run through monthly training calendars and other focused interventions.
- Up to INR 90,000/- per year benefit to help you achieve industry recognized certifications, governed under our Certification Policy
- Up to INR 1,00,000/- onetime benefit for M.E. & MTech. Post-Graduation Distance Learning program, governed under our Higher Education Policy

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21-NOV-2024

Letter Of Appointment

To,
Mr. Om Dhanve
TCS - Mumbai

Dear Mr. Om,

Further to your acceptance of our offer letter vide TCSL/DT20234379470/- Mumbai dated 16-Jul-2024 we are pleased to appoint you in our organisation in grade Y as A.S.E-Trainee.

Your emoluments are already communicated to you vide our aforesaid offer letter.

You will be on Training for a period of 12 months from the date of your joining i.e. 21-NOV-2024 and will be confirmed thereafter, if found suitable, in a regular grade.

Your appointment will be governed by the policies, rules, regulations, benefits and terms & conditions of TCSL as applicable to you and the changes therein from time to time.

Your Associate number is 2796084.

Yours sincerely,
For TATA Consultancy Services Limited

GIRISH V NANDIMATH
Global Head – Talent Acquisition

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House, Raveline Street, Fort, Mumbai-400 001, Maharashtra, India

Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website www.tcs.com

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



Offer: Computer Consultancy
Ref: TCSL/DT20234381699/Pune
Date: 17/07/2024

Ms. Gayatri Subhash Khot
12/62, Akashdeep Co Hsg SocMasulkar Colony Road,
Near Ahmadnagar Shahar Sahakari Bank,
Pune-411018,
Maharashtra.
Tel# -

Dear Gayatri Subhash Khot,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **INR 7,00,022/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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

4. Communication Allowance

You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.



5. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of **₹4,300/-**. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be **₹3,100/-** per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

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

CITY ALLOWANCE

You will be eligible for a City Allowance of INR **400/-** per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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



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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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



You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity

You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Probation Period

You will be on probation for three months. If your services are found to be satisfactory

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during the period of probation, your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment without any notice or payment in lieu thereof in case your performance, behaviour and/or conduct during the probation period is found unsatisfactory or the Background Check turns out negative.

4. Working Hours

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

5. Mobility

TCSL reserves the right to transfer / utilize your services to any of its offices, work sites, or associated or Affiliated companies in India or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

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



10. Overseas International Assignment Agreement

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

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

11. Terms and Conditions

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

12. TATA Code of Conduct

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

13. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.



14. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining.

15. Pre-employment Medical Certificate

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

16. Employment of Non Indian Citizens

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

17. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in <https://nextstep.tcs.com>. Your background check initiation is complete only when you initiate your BGC online at <https://nextstep.tcs.com> and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number 18. Submission of documents.

18. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the NextStep portal as soon as the offer letter is accepted (subject to availability of the



documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

19. TCS Initial Learning Program (ILP)

On joining TCSL, you will be given the benefit of formal training (TCS ILP Program) at our

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

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

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

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



offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

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

20. Letter of Appointment

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

21. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

22. Compliance to all clauses

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

23. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and



specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. A background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 3 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath

Global Head, Talent Acquisition & Academic Interface



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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



GROSS SALARY SHEET

Annexure 1

Name	Gayatri Subhash Khot
Designation	Systems Engineer
Institute Name	Pdeas College Of Engineering, Pune

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,300	51,600
Performance Bonus*	3,100	37,200
3) City Allowance	400	4,800
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
TOTAL GROSS	51,844	7,00,022

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

*** For HIS - Note that Rs.7,900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Communication Allowance	0	0
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264



Annexure 2

AHMEDABAD TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat. India	BHUBANESWAR TCS XP HR Lead Tata Consultancy Services, Kalinga Park Talent Development Block Barabati Building, IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.
BANGALORE TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066	CHENNAI XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India
DELHI XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303.India	HYDERABAD XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India
INDORE TCS XP HR Lead Tata Consultancy Services IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore -452018, Madhya Pradesh.	KOLKATA TCS XP HR Lead Tata Consultancy Services, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP & GP, Kolkata, West Bengal 700091.
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India	MUMBAI TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India
MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.	NAGPUR TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India
PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune -411057, Maharashtra	TRIVANDRUM TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark campus, Kariyavottam P.O. Trivandrum-695581, India



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

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

8. No License

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



9. Equitable Rights

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

10. General

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

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

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

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



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

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Blackbug Technologies

Date- 27/06/2024

Swaranjali Prakash Mule,

On behalf of Blackbug Technologies, we are pleased to offer you the position of **SOFTWARE DEVELOPER**. Attached are the terms and conditions of our offer; kindly read these important details carefully, including your compensation and benefits.

Date of Appointment: Your appointment will be effective on your date of joining, which shall be as soon as possible but no later than 20th August, 2024. Please contact us immediately if you require an alternative joining date. In the event of you failing to join us on or before it, this offer for appointment will stand automatically withdrawn/cancelled without any further obligation from our side.

Designation: Software Developer

Job Location: Pune

Working Hours: Your working hours will be from 10 am to 7 pm, 5 days a week (Monday to Friday).

Emoluments: Your per month cost to the company will be INR 35000/-. Your individual remuneration is purely between yourself and the company. We expect you to preserve all the information and any changes made from time to time as personal and confidential.

Posting and Probation: Your service is transferable to any other place or branch of the company, whether now existing or still to be formed, whether in India or abroad. You may also be deputed to any of our customer's locations. You will be on a probation period of 3 to 6 months, and the company reserves the discretion to extend your period of probation.

We welcome you to our company and wish you a long and successful career with us.

Best Wishes

Yours sincerely,

Priya Damale
HR Manager



Blackbug Technologies

Date- 27/06/2024

Dnyaneshwari Sanjay Kulkarni,

On behalf of Blackbug Technologies, we are pleased to offer you the position of **SOFTWARE DEVELOPER**. Attached are the terms and conditions of our offer; kindly read these important details carefully, including your compensation and benefits.

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We welcome you to our company and wish you a long and successful career with us.

Best Wishes

Yours sincerely,

Priya Damale
HR Manager



Blackbug Technologies

Date- 27/06/2024

Shubhada Deshmukh,

On behalf of Blackbug Technologies, we are pleased to offer you the position of **SOFTWARE DEVELOPER**. Attached are the terms and conditions of our offer; kindly read these important details carefully, including your compensation and benefits.

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We welcome you to our company and wish you a long and successful career with us.

Best Wishes

Yours sincerely,

Priya Damale
HR Manager



Blackbug Technologies

Date- 27/06/2024

Rameshwar Dnyaneshwar Fulari,

On behalf of Blackbug Technologies, we are pleased to offer you the position of **SOFTWARE DEVELOPER**. Attached are the terms and conditions of our offer; kindly read these important details carefully, including your compensation and benefits.

Date of Appointment: Your appointment will be effective on your date of joining, which shall be as soon as possible but no later than 20th August, 2024. Please contact us immediately if you require an alternative joining date. In the event of you failing to join us on or before it, this offer for appointment will stand automatically withdrawn/cancelled without any further obligation from our side.

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We welcome you to our company and wish you a long and successful career with us.

Best Wishes

Yours sincerely,

Priya Damale
HR Manager



Blackbug Technologies

Date- 27/06/2024

Shravani Sanjay Wandhekar,

On behalf of Blackbug Technologies, we are pleased to offer you the position of **SOFTWARE DEVELOPER**. Attached are the terms and conditions of our offer; kindly read these important details carefully, including your compensation and benefits.

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Best Wishes

Yours sincerely,

Priya Damale
HR Manager



Blackbug Technologies

Date- 27/06/2024

Juee Tribhuj Shelke,

On behalf of Blackbug Technologies, we are pleased to offer you the position of **SOFTWARE DEVELOPER**. Attached are the terms and conditions of our offer; kindly read these important details carefully, including your compensation and benefits.

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Designation: Software Developer

Job Location: Pune

Working Hours: Your working hours will be from 10 am to 7 pm, 5 days a week (Monday to Friday).

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We welcome you to our company and wish you a long and successful career with us.

Best Wishes

Yours sincerely,

Priya Damale
HR Manager



Blackbug Technologies

Date- 27/06/2024

Rushikesh Sunilrao Pathak,

On behalf of Blackbug Technologies, we are pleased to offer you the position of **SOFTWARE DEVELOPER**. Attached are the terms and conditions of our offer; kindly read these important details carefully, including your compensation and benefits.

Date of Appointment: Your appointment will be effective on your date of joining, which shall be as soon as possible but no later than 20th August, 2024. Please contact us immediately if you require an alternative joining date. In the event of you failing to join us on or before it, this offer for appointment will stand automatically withdrawn/cancelled without any further obligation from our side.

Designation: Software Developer

Job Location: Pune

Working Hours: Your working hours will be from 10 am to 7 pm, 5 days a week (Monday to Friday).

Emoluments: Your per month cost to the company will be INR 35000/-. Your individual remuneration is purely between yourself and the company. We expect you to preserve all the information and any changes made from time to time as personal and confidential.

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We welcome you to our company and wish you a long and successful career with us.

Best Wishes

Yours sincerely,

Priya Damale
HR Manager

VALLANT INDIA



Job Appointment Letter

Date: May 24, 2024

Dear Pranjal Barse,

This is with reference to your application and interviews you had with us on the 22nd of May, 2024. We are pleased to offer you the position of **Executive Trainee**.

The Total Employment Cost (TEC) applicable to you is **INR 3, 15,000/- (Three Lacks and Fifteen Thousand Only)** per annum. Further details of your TEC package are affixed. You will be eligible to be part of the Performance Linked Bonus Plan that is designed to reward superior performance.

The detailed appointment letter will be handed over to you on the date of joining.

This provisional offer of appointment is subject to the following conditions:

- Your acceptance of this provisional offer.
- You join the Company latest by June 1, 2024.
- Your submission of educational certificates, ID proof, address proof, PAN card within the next 1 Month.

Kindly sign the duplicate copy of this provisional offer if you accept the terms and conditions stated above.

We welcome you to be a part of our organisation and wish you a successful career

Maynale Vikas
Head Admin

I accept

Name _____

VALLANT INDIA



Job Appointment Letter

Date: May 24, 2024

Dear Kamble Anand Abhiman,

This is with reference to your application and interviews you had with us on the 22nd of May, 2024. We are pleased to offer you the position of **Executive Trainee**.

The Total Employment Cost (TEC) applicable to you is **INR 3, 15,000/- (Three Lacks and Fifteen Thousand Only)** per annum. Further details of your TEC package are affixed. You will be eligible to be part of the Performance Linked Bonus Plan that is designed to reward superior performance.

The detailed appointment letter will be handed over to you on the date of joining.

This provisional offer of appointment is subject to the following conditions:

- Your acceptance of this provisional offer.
- You join the Company latest by June 1, 2024.
- Your submission of educational certificates, ID proof, address proof, PAN card within the next 1 Month.

Kindly sign the duplicate copy of this provisional offer if you accept the terms and conditions stated above.

We welcome you to be a part of our organisation and wish you a successful career

Maynale Vikas
Head Admin

I accept

Name _____

VALLANT INDIA



Job Appointment Letter

Date: May 24, 2024

Dear Chetan Gyandev Mane,

This is with reference to your application and interviews you had with us on the 22nd of May, 2024. We are pleased to offer you the position of **Executive Trainee**.

The Total Employment Cost (TEC) applicable to you is **INR 3, 15,000/- (Three Lacks and Fifteen Thousand Only)** per annum. Further details of your TEC package are affixed. You will be eligible to be part of the Performance Linked Bonus Plan that is designed to reward superior performance.

The detailed appointment letter will be handed over to you on the date of joining.

This provisional offer of appointment is subject to the following conditions:

- Your acceptance of this provisional offer.
- You join the Company latest by June 1, 2024.
- Your submission of educational certificates, ID proof, address proof, PAN card within the next 1 Month.

Kindly sign the duplicate copy of this provisional offer if you accept the terms and conditions stated above.

We welcome you to be a part of our organisation and wish you a successful career

Maynale Vikas
Head Admin

I accept

Name _____

VALLANT INDIA



Job Appointment Letter

Date: May 24, 2024

Dear Mulla Saipanmulook Mustak,

This is with reference to your application and interviews you had with us on the 22nd of May, 2024. We are pleased to offer you the position of **Executive Trainee**.

The Total Employment Cost (TEC) applicable to you is **INR 3, 15,000/- (Three Lacks and Fifteen Thousand Only)** per annum. Further details of your TEC package are affixed. You will be eligible to be part of the Performance Linked Bonus Plan that is designed to reward superior performance.

The detailed appointment letter will be handed over to you on the date of joining.

This provisional offer of appointment is subject to the following conditions:

- Your acceptance of this provisional offer.
- You join the Company latest by June 1, 2024.
- Your submission of educational certificates, ID proof, address proof, PAN card within the next 1 Month.

Kindly sign the duplicate copy of this provisional offer if you accept the terms and conditions stated above.

We welcome you to be a part of our organisation and wish you a successful career

Maynale Vikas
Head Admin

I accept

Name _____



Offer Letter

RecroconX Technologies

Date: 10-Feb-2024

To,

Dhiraj Shrawan Kadam,

Sub: Letter of Offer for Employment

We are pleased to offer you an appointment in our organization as **SQL Developer** with effect from 17-May-2024. Your application and skills have demonstrated your potential and enthusiasm for this role, and we are eager to welcome you to our team. Throughout the training, you will be have the opportunity to gain invaluable hands-on experience in various facets.

You will be paid gross emoluments as detailed in Annexure – A.

Your employment with us will be by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Employment as per this offer is subject to your being medically fit.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,
RecroconX Technologies



(T. Sai Krishna)
HR Manager

Candidate's Sign

Annexure – A

Salary structures can be bifurcated as under:

Basic Pay		Rs.	4,30,000/- Per Annum
Medical Allowances		Rs.	22,000/- Per Annum
Conveyance Allowances		Rs.	NIL
Performance Incentives			As per work performance
Internet Allowances		Rs.	6000/- Per Annum
Deductions (PF+ESI)			42000/- Per Annum
Leave Salary			
Gross Salary		Rs.	5,00,000/- Per Annum

Total CTC: Rs. 5,00,000 Per Annum

Annexure – B

Assignment, Transfer and Deputation:

Though you have been engaged to a specific position, the company reserves the right to send you on deputation/transfer/assignment to any of the company's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future.

Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. Kindly note that refusal to participate in a training programme without any extraneous circumstances would lead to automatic termination of your employment.

Performance Reviews/Appraisal:

The Company follows a policy of monthly/quarterly/half yearly/annual performance reviews, which are linked to performance incentives every quarter/half year/year. You will be eligible for performance based incentives on the basis of your gross monthly salary on the basis of your Performance during the previous quarter/six months/year.

The Company also has a policy of six monthly/annual salary appraisal based on performance. You will be eligible for a salary appraisal under this policy based solely on the performance ratings achieved during the previous six months/one year.

Intellectual Property Right:

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

Secrecy/Confidentiality:

You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever including competitors and former employees, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so. Failure to do so on your part may result in legal action against you and the person to whom the information was divulged.

Restrain:

Access to Information:

Information is available on need to know basis for specific groups and the information is segregated to allow individual sectors information access for projects and units. Access to

this is authorized through access privileges approved by unit mentors or project mentors. Unauthorized access or attempt at unauthorized access is strictly prohibited and any attempts to do so will result in immediate termination of employment and legal action as deemed fit by the company.

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Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, and working time of the company for any personal use. You will under no circumstances carry any work home unless specifically requested by your manager. Any usage of company information for personal use will result in immediate termination of employment without notice and/or legal action for misdemeanor as deemed fit by the company. You may/may not be required to reimburse the company for any losses incurred by the company on account of personal usage of company data.

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You will be entitled to leave as per law in force and as laid down in the Standing Orders of the company. The company follows strict time schedule and late comings are discouraged, unless otherwise notified by you in advance. Late marks will be accorded to you for every late entry with one day of absence counted for every three late marks.

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Either party can terminate this employment by serving a notice of one month on the other, save and accept that the company may at its option pay salary in lieu of the notice period to terminate employment with immediate effect.

Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you loose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination or notice pay.

You will be governed by the laid down code of conduct of the company and if there is any breach of the same or non conformance of contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.

Standing Orders:

You will abide by the Standing Orders, rules & regulations and service conditions that may be in force or application to the organization or are framed from time to time by the company.



Offer Letter

RecroconX Technologies

Date: 10-Feb-2024

To,

Pranita Baban More,

Sub: Letter of Offer for Employment

We are pleased to offer you an appointment in our organization as **SQL Developer** with effect from 17-May-2024. Your application and skills have demonstrated your potential and enthusiasm for this role, and we are eager to welcome you to our team. Throughout the training, you will be have the opportunity to gain invaluable hands-on experience in various facets.

You will be paid gross emoluments as detailed in Annexure – A.

Your employment with us will be by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Employment as per this offer is subject to your being medically fit.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,
RecroconX Technologies



(T. Sai Krishna)
HR Manager

Candidate's Sign

Annexure – A

Salary structures can be bifurcated as under:

Basic Pay		Rs.	4,30,000/- Per Annum
Medical Allowances		Rs.	22,000/- Per Annum
Conveyance Allowances		Rs.	NIL
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Deductions (PF+ESI)			42000/- Per Annum
Leave Salary			
Gross Salary		Rs.	5,00,000/- Per Annum

Total CTC: Rs. 5,00,000 Per Annum

Annexure – B

Assignment, Transfer and Deputation:

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Intellectual Property Right:

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

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Restrain:

Access to Information:

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Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, and working time of the company for any personal use. You will under no circumstances carry any work home unless specifically requested by your manager. Any usage of company information for personal use will result in immediate termination of employment without notice and/or legal action for misdemeanor as deemed fit by the company. You may/may not be required to reimburse the company for any losses incurred by the company on account of personal usage of company data.

Leave:

You will be entitled to leave as per law in force and as laid down in the Standing Orders of the company. The company follows strict time schedule and late comings are discouraged, unless otherwise notified by you in advance. Late marks will be accorded to you for every late entry with one day of absence counted for every three late marks.

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Either party can terminate this employment by serving a notice of one month on the other, save and accept that the company may at its option pay salary in lieu of the notice period to terminate employment with immediate effect.

Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you loose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination or notice pay.

You will be governed by the laid down code of conduct of the company and if there is any breach of the same or non conformance of contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.

Standing Orders:

You will abide by the Standing Orders, rules & regulations and service conditions that may be in force or application to the organization or are framed from time to time by the company.



Offer Letter

RecroconX Technologies

Date: 10-Feb-2024

To,

Sakshi Gujarathi,

Sub: Letter of Offer for Employment

We are pleased to offer you an appointment in our organization as **SQL Developer** with effect from 17-May-2024. Your application and skills have demonstrated your potential and enthusiasm for this role, and we are eager to welcome you to our team. Throughout the training, you will be have the opportunity to gain invaluable hands-on experience in various facets.

You will be paid gross emoluments as detailed in Annexure – A.

Your employment with us will be by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Employment as per this offer is subject to your being medically fit.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,
RecroconX Technologies



(T. Sai Krishna)
HR Manager

Candidate's Sign

Annexure – A

Salary structures can be bifurcated as under:

Basic Pay		Rs.	4,30,000/- Per Annum
Medical Allowances		Rs.	22,000/- Per Annum
Conveyance Allowances		Rs.	NIL
Performance Incentives			As per work performance
Internet Allowances		Rs.	6000/- Per Annum
Deductions (PF+ESI)			42000/- Per Annum
Leave Salary			
Gross Salary		Rs.	5,00,000/- Per Annum

Total CTC: Rs. 5,00,000 Per Annum

Annexure – B

Assignment, Transfer and Deputation:

Though you have been engaged to a specific position, the company reserves the right to send you on deputation/transfer/assignment to any of the company's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future.

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Standing Orders:

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Offer Letter

RecroconX Technologies

Date: 10-Feb-2024

To,

Shaikh Mehak Shahid,

Sub: Letter of Offer for Employment

We are pleased to offer you an appointment in our organization as **SQL Developer** with effect from 17-May-2024. Your application and skills have demonstrated your potential and enthusiasm for this role, and we are eager to welcome you to our team. Throughout the training, you will be have the opportunity to gain invaluable hands-on experience in various facets.

You will be paid gross emoluments as detailed in Annexure – A.

Your employment with us will be by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Employment as per this offer is subject to your being medically fit.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,
RecroconX Technologies



(T. Sai Krishna)
HR Manager

Candidate's Sign

Annexure – A

Salary structures can be bifurcated as under:

Basic Pay		Rs.	4,30,000/- Per Annum
Medical Allowances		Rs.	22,000/- Per Annum
Conveyance Allowances		Rs.	NIL
Performance Incentives			As per work performance
Internet Allowances		Rs.	6000/- Per Annum
Deductions (PF+ESI)			42000/- Per Annum
Leave Salary			
Gross Salary		Rs.	5,00,000/- Per Annum

Total CTC: Rs. 5,00,000 Per Annum

Annexure – B

Assignment, Transfer and Deputation:

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Standing Orders:

You will abide by the Standing Orders, rules & regulations and service conditions that may be in force or application to the organization or are framed from time to time by the company.



Offer Letter

RecroconX Technologies

Date: 10-Feb-2024

To,

Yash Rajkumar Mahindrakar,

Sub: Letter of Offer for Employment

We are pleased to offer you an appointment in our organization as **SQL Developer** with effect from 17-May-2024. Your application and skills have demonstrated your potential and enthusiasm for this role, and we are eager to welcome you to our team. Throughout the training, you will be have the opportunity to gain invaluable hands-on experience in various facets.

You will be paid gross emoluments as detailed in Annexure – A.

Your employment with us will be by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Employment as per this offer is subject to your being medically fit.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,
RecroconX Technologies



(T. Sai Krishna)
HR Manager

Candidate's Sign

Annexure – A

Salary structures can be bifurcated as under:

Basic Pay		Rs.	4,30,000/- Per Annum
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Assignment, Transfer and Deputation:

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Leave:

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06/07/2024

Aditya Sasne
PUNE | INDIA

Dear Aditya,

We are pleased to offer you the position of Hardware Technician at REMAC. We believe that your skills and experiences align well with the requirements of this role, and we are excited about the prospect of you joining our team.

Key Details of the Offer:

Position: Hardware Technician
Start Date: 10/07/2024
Salary: 2.16 LPA
Benefits: health insurance,
Working Hours: 11:00 AM TO 08:00PM


As an employee of REMAC, you will be expected to adhere to our company policies and procedures, and maintain the highest standards of professionalism and integrity.

Please review this offer carefully, and if you accept, please sign and return this letter by 08/07/2024. If you have any questions or require further clarification, please do not hesitate to contact me at prashant@remac.co.in +91 9923333699.

We are excited about the opportunity to welcome you to our team and look forward to your contributions to REMAC.

Sincerely,

PRASHANT GAIKWAD
Head of Department
REMAC
+91 9923333699


Principal
Pune District Education Association's
College of Engineering, Manjari (Bk.),
Pune - 412307



06/07/2024

Aniket Bhausahab Khedkar
PUNE | INDIA

Dear Aniket,

We are pleased to offer you the position of Hardware Technician at REMAC. We believe that your skills and experiences align well with the requirements of this role, and we are excited about the prospect of you joining our team.

Key Details of the Offer:

Position: Hardware Technician
Start Date: 10/07/2024
Salary: 3.16 LPA
Benefits: health insurance,
Working Hours: 11:00 AM TO 08:00PM


As an employee of REMAC, you will be expected to adhere to our company policies and procedures, and maintain the highest standards of professionalism and integrity.

Please review this offer carefully, and if you accept, please sign and return this letter by 08/07/2024. If you have any questions or require further clarification, please do not hesitate to contact me at prashant@remac.co.in +91 9923333699.

We are excited about the opportunity to welcome you to our team and look forward to your contributions to REMAC.

Sincerely,

PRASHANT GAIKWAD
Head of Department
REMAC
+91 9923333699


Principal
Pune District Education Association's
College of Engineering, Manjari (Bk.),
Pune - 412307



06/07/2024

Mayur Madhukar Mane
PUNE | INDIA

Dear Mayur,

We are pleased to offer you the position of Hardware Technician at REMAC. We believe that your skills and experiences align well with the requirements of this role, and we are excited about the prospect of you joining our team.

Key Details of the Offer:

Position: Hardware Technician
Start Date: 10/07/2024
Salary: 3.16 LPA
Benefits: health insurance,
Working Hours: 11:00 AM TO 08:00PM


As an employee of REMAC, you will be expected to adhere to our company policies and procedures, and maintain the highest standards of professionalism and integrity.

Please review this offer carefully, and if you accept, please sign and return this letter by 08/07/2024. If you have any questions or require further clarification, please do not hesitate to contact me at prashant@remac.co.in +91 9923333699.

We are excited about the opportunity to welcome you to our team and look forward to your contributions to REMAC.

Sincerely,

PRASHANT GAIKWAD
Head of Department
REMAC
+91 9923333699


Principal
Pune District Education Association's
College of Engineering, Manjari (Bk.),
Pune - 412307



06/07/2024

Palash Doijad
PUNE | INDIA

Dear Palash,

We are pleased to offer you the position of Hardware Technician at REMAC. We believe that your skills and experiences align well with the requirements of this role, and we are excited about the prospect of you joining our team.

Key Details of the Offer:

Position: Hardware Technician
Start Date: 10/07/2024
Salary: 3.16 LPA
Benefits: health insurance,
Working Hours: 11:00 AM TO 08:00PM


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Sincerely,

PRASHANT GAIKWAD
Head of Department
REMAC
+91 9923333699


Principal
Pune District Education Association's
College of Engineering, Manjari (Bk.),
Pune - 412307



06/07/2024

Pratiksha Rajiv Gurme
PUNE | INDIA

Dear Pratiksha,

We are pleased to offer you the position of Hardware Technician at REMAC. We believe that your skills and experiences align well with the requirements of this role, and we are excited about the prospect of you joining our team.

Key Details of the Offer:

Position: Hardware Technician
Start Date: 10/07/2024
Salary: 3.16 LPA
Benefits: health insurance,
Working Hours: 11:00 AM TO 08:00PM


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We are excited about the opportunity to welcome you to our team and look forward to your contributions to REMAC.

Sincerely,

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Head of Department
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Principal
Pune District Education Association's
College of Engineering, Manjari (Bk.),
Pune - 412307



06/07/2024

Rameshwar Dnyaneshwar Fulari
PUNE | INDIA

Dear Rameshwar,

We are pleased to offer you the position of Hardware Technician at REMAC. We believe that your skills and experiences align well with the requirements of this role, and we are excited about the prospect of you joining our team.

Key Details of the Offer:

Position: Hardware Technician
Start Date: 10/07/2024
Salary: 3.16 LPA
Benefits: health insurance,
Working Hours: 11:00 AM TO 08:00PM


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We are excited about the opportunity to welcome you to our team and look forward to your contributions to REMAC.

Sincerely,

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Head of Department
REMAC
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Principal
Pune District Education Association's
College of Engineering, Manjari (Bk.),
Pune - 412307



06/07/2024

Ravi Tukaram Survase
PUNE | INDIA

Dear Ravi,

We are pleased to offer you the position of Hardware Technician at REMAC. We believe that your skills and experiences align well with the requirements of this role, and we are excited about the prospect of you joining our team.

Key Details of the Offer:

Position: Hardware Technician
Start Date: 10/07/2024
Salary: 3.16 LPA
Benefits: health insurance,
Working Hours: 11:00 AM TO 08:00PM


As an employee of REMAC, you will be expected to adhere to our company policies and procedures, and maintain the highest standards of professionalism and integrity.

Please review this offer carefully, and if you accept, please sign and return this letter by 08/07/2024. If you have any questions or require further clarification, please do not hesitate to contact me at prashant@remac.co.in +91 9923333699.

We are excited about the opportunity to welcome you to our team and look forward to your contributions to REMAC.

Sincerely,

PRASHANT GAIKWAD
Head of Department
REMAC
+91 9923333699


Principal
Pune District Education Association's
College of Engineering, Manjari (Bk.),
Pune - 412307



06/07/2024

Sagar Jagwal
PUNE | INDIA

Dear Sagar,

We are pleased to offer you the position of Hardware Technician at REMAC. We believe that your skills and experiences align well with the requirements of this role, and we are excited about the prospect of you joining our team.

Key Details of the Offer:

Position: Hardware Technician
Start Date: 10/07/2024
Salary: 3.16 LPA
Benefits: health insurance,
Working Hours: 11:00 AM TO 08:00PM


As an employee of REMAC, you will be expected to adhere to our company policies and procedures, and maintain the highest standards of professionalism and integrity.

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We are excited about the opportunity to welcome you to our team and look forward to your contributions to REMAC.

Sincerely,

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Head of Department
REMAC
+91 9923333699


Principal
Pune District Education Association's
College of Engineering, Manjari (Bk.),
Pune - 412307



06/07/2024

Sanket Panmand
PUNE | INDIA

Dear Sanket,

We are pleased to offer you the position of Hardware Technician at REMAC. We believe that your skills and experiences align well with the requirements of this role, and we are excited about the prospect of you joining our team.

Key Details of the Offer:

Position: Hardware Technician
Start Date: 10/07/2024
Salary: 3.16 LPA
Benefits: health insurance,
Working Hours: 11:00 AM TO 08:00PM


As an employee of REMAC, you will be expected to adhere to our company policies and procedures, and maintain the highest standards of professionalism and integrity.

Please review this offer carefully, and if you accept, please sign and return this letter by 08/07/2024. If you have any questions or require further clarification, please do not hesitate to contact me at prashant@remac.co.in +91 9923333699.

We are excited about the opportunity to welcome you to our team and look forward to your contributions to REMAC.

Sincerely,

PRASHANT GAIKWAD
Head of Department
REMAC
+91 9923333699


Principal
Pune District Education Association's
College of Engineering, Manjari (Bk.),
Pune - 412307



06/07/2024

Sanket Panmand
PUNE | INDIA

Dear Sanket,

We are pleased to offer you the position of Hardware Technician at REMAC. We believe that your skills and experiences align well with the requirements of this role, and we are excited about the prospect of you joining our team.

Key Details of the Offer:

Position: Hardware Technician
Start Date: 10/07/2024
Salary: 1.80 LPA
Benefits: health insurance,
Working Hours: 11:00 AM TO 08:00PM


As an employee of REMAC, you will be expected to adhere to our company policies and procedures, and maintain the highest standards of professionalism and integrity.

Please review this offer carefully, and if you accept, please sign and return this letter by 08/07/2024. If you have any questions or require further clarification, please do not hesitate to contact me at prashant@remac.co.in +91 9923333699.

We are excited about the opportunity to welcome you to our team and look forward to your contributions to REMAC.

Sincerely,

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Head of Department
REMAC
+91 9923333699


Principal
Pune District Education Association's
College of Engineering, Manjari (BK.),
Pune - 412307



06/07/2024

Vikram Suresh Jadhav
PUNE | INDIA

Dear Vikram,

We are pleased to offer you the position of Hardware Technician at REMAC. We believe that your skills and experiences align well with the requirements of this role, and we are excited about the prospect of you joining our team.

Key Details of the Offer:

Position: Hardware Technician
Start Date: 10/07/2024
Salary: 3.16 LPA
Benefits: health insurance,
Working Hours: 11:00 AM TO 08:00PM


As an employee of REMAC, you will be expected to adhere to our company policies and procedures, and maintain the highest standards of professionalism and integrity.

Please review this offer carefully, and if you accept, please sign and return this letter by 08/07/2024. If you have any questions or require further clarification, please do not hesitate to contact me at prashant@remac.co.in +91 9923333699.

We are excited about the opportunity to welcome you to our team and look forward to your contributions to REMAC.

Sincerely,

PRASHANT GAIKWAD
Head of Department
REMAC
+91 9923333699


Principal
Pune District Education Association's
College of Engineering, Manjari (Bk.),
Pune - 412307

Dear Shubhada,

We are delighted to have you as part of our growing Synechron family. Welcome aboard!

While you're waiting to join us, take some time to hear our experts and explore our [podcast](#) channel. Also, follow us on our social channels: [Facebook](#), [LinkedIn](#), [Twitter](#), [YouTube](#) and [Instagram](#) to experience our work and culture first hand!

At Synechron, wellbeing of our employees and their families is utmost priority. We have taken various initiatives to ensure safety and welfare of our employees and their families in these stressful times. Our people are our best partners in growth and we have left no stone unturned to ensure the best for them. It is our people who have helped us achieve the honor of **Best Place to Work** for four consecutive years **2020, 2021, 2022 and 2023!** We were also a finalist at the US Fintech Awards in the Best Employer Category.

Synechron delivers best-in-class business solutions for banks, asset managers, and insurance companies around the world. We are a leading digital transformation consulting firm focused on the financial services industry, working to Accelerate Digital initiatives for our clients through global technology teams. We invest heavily in our strategy and initiatives that span innovation, research & development, and training.

Now that you're a key team member at Synechron, we would like to ask you to refer your friends, ex-colleagues and acquaintances for joining us. Refer and you can get some cool goodie bags with branded merchandise from us, along with exciting referral bonus.

Take a look at the [open roles](#), and if you know anyone who can be a great team player and is experienced and talented at work, do share their CVs with us at Recruitment@synechron.com. You may also take a look at our diversity hiring programs [here](#).

Despite the virtual work setting that the pandemic has enforced on us, we will ensure a smooth onboarding for you. We offer superlative employment benefits that match the best in the industry. Trust us with your talent in this great career opportunity, and soar with us to greater heights of success!

Wishing you a fruitful career journey with us!




Best wishes,
Hareesha Pattaje
Managing Director and Country Head - India
Synechron

India - Pune Office
Synechron Technologies Pvt. Ltd.
CEDAR Building, Ascendas IT Park
Rajiv Gandhi Infotech Park,
Hinjewadi Phase III
Pune 411057
Reg. No. CIN U72200PN2001PTC016029

T + 91 20 4290 1000

USA - New York Office
Synechron, Inc.
11 Times Square, Suite 3301
New York, NY 10036

T +1 212 619 5200



Principal
Pune District Education Association's
College of Engineering, Manjari (Bk.),
Pune - 412307

info@synechron.com
www.synechron.com

Synechron

September 20, 2024

Shubhada Deshmukh
Near Swami Vivekanand Hospital, Shikshak Colony
Shrigonda, Ahmednagar, MH,
413701
India

Dear Shubhada,

With reference to your application and subsequent interview, we are pleased to offer you a position with **Synechron Technologies Pvt. Ltd.** as **Jr. Associate - Technology** on the following terms and conditions:

- Your cost to company including benefits, while posted in India, will be **Rs. 482,058 (Four Lakh Eighty Two Thousand Fifty Eight Only)** The detailed CTC and benefits breakup is as per the attached Annexure, subject to Income Tax deductible at source.
- You are requested to join us on or before **23/09/2024**.
- In case there is any kind of Joining Bonus/Notice Buyouts the candidate/ employee has to serve a minimum period of one year with Synechron Technologies Pvt. Ltd., else they will have to reimburse the entire amount to Synechron Technologies Pvt. Ltd.
- During your employment with the Company, you will be governed by the service rules and regulations of the company in force or as introduced or amended from time to time.
- During your employment with the Company, you will be liable to be transferred to any of the offices, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management.
- In case of relocation for Joining, Company would be liable for all relocation expenses as per the bills provided for the same. This would include expenses incurred for moving yourself, family and household goods subject to an upper cap as per the policy of the organization. The candidate/employee has to serve a minimum period of one year with Synechron Technologies Pvt. Ltd., else they will have to reimburse the entire amount to Synechron Technologies Pvt. Ltd.
- The company may terminate your services with three months' notice from the Company or with compensation equivalent to three months' salary.


India - Pune Office
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Principal
Pune District Education Association's
College of Engineering, Manjari (Bk.),
Pune - 412307

Synechron

- In the case where you want to discontinue your employment, you will have to give three months clear notice in writing to the Company of your intentions to do so.
- You may be required to sign a Service Agreement with the company if you are sent for any specialized training that may be required to upgrade your skills and knowledge in order to take up required responsibilities and assignments. You agree to pay Synechron all costs and expenses incurred for sponsoring specific training in the specialized areas, technologies and skills in case you leave the company within a period of one year after the completion of the specialized training. However regular training provided on technical skills would not be forming part of specialized training. As a process employee will be clearly communicated before undertaking the specialized skilled, technology training, for which the recovery would be applicable on employee not serving the organization for the specified period of employment as per the organization policy.
- Your scope of work will be communicated to you after your joining wherein you shall be deemed to be under the Resource Management Group till further Project Allocation is communicated. You will be under training period till your final project allocation.
- As discussed, our offer is contingent on your signing and agreeing to abide by the terms of our company's Confidentiality Agreement. In brief, the Agreement requires that you hold in trust and not disclose to any party, directly or indirectly, during your employment with our company and thereafter, any confidential information relating to, among other items, research, development, trade secrets, employee and / or customer prospect lists, or the business affairs of our company and any of its clients.
- You have been engaged on the presumption that the particulars furnished by you in your application and resume are correct. In case the said particulars are found to be incorrect or that you have concealed or withheld some other relevant facts, your appointment with the company shall stand terminated / cancelled without any notice.
- The retirement age is 58.
- The said Offer is valid for a period of 7 days from the date of this Offer letter. If we do not receive your acceptance to this offer letter before 27/09/2024, then the said offer shall stand withdrawn.
- Should you accept this job offer, please sign the duplicate copy of this letter on each page with a confirmation on the date of your date of joining. Please note that no commitments other than what is mentioned in this letter & its annexure will be applicable to you or entertained by us, unless communicated to you by the Company in writing.
- Upon accepting this Offer, If you do not join the Company on the date of joining mentioned in this offer letter, the terms of this letter and this Offer of employment will be deemed to have been rejected by you unless otherwise communicated to you by the Company in writing.


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Principal
Pune District Education Association's
College of Engineering, Manjari (Bk.),
Pune - 412307

Synechron

- You are advised to go through the contents of this letter of offer and annexure before signing the duplicate copy.
We take pleasure in welcoming you to Synechron Technologies Pvt. Ltd. and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Sincerely,

For **SYNECHRON TECHNOLOGIES PVT. LTD.**



Christin Spigai
Managing Director- CHRO

Agreed and accepted:

I have read the above-mentioned terms and conditions and the same has been explained to me.

I acknowledge that, I have understood and hereby agree to abide by the terms and conditions of employment, including Salary structure during my employment with the company. I will not raise any objection or have any dispute relating to points mentioned in the offer letter.

I am signing this document as a token of my acceptance on all the above-mentioned terms and conditions.

Shubhada Deshmukh

Date:


India - Pune Office
Synechron Technologies Pvt. Ltd.
CEDAR Building, Ascendas IT Park
Rajiv Gandhi Infotech Park,
Hinjewadi Phase III
Pune 411057
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Principal
Pune District Education Association's
College of Engineering, Manjari (Bk.),
Pune - 412307

September 20, 2024

Annexure to Letter of Offer

Name: Shubhada Deshmukh

Designation: Jr. Associate - Technology

Joining Location: Pune - Hinjewadi (Ascendas)

FIXED SALARY	Per Month (Rs.)	Annual (Rs.)
Basic salary	15,100	181,200
House Rent Allowance	7,550	90,600
Leave Travel Allowance	1,258	15,100
Statutory Bonus	1,500	18,000
Company's Contribution to Provident Fund	1,812	21,744
Professional Development Allowance	10,280	123,356
CTC without Benefits	37,500	450,000
OTHER BENEFITS	Per Month (Rs.)	Annual (Rs.)
Gratuity (this is applicable in FNF if employee is eligible as per Gratuity Act)	726	8,716
Insurance - Medical (Synechron sponsored insurance for Employee, Spouse, and 2 children of INR 5L coverage)	1,577	18,928
Insurance - Term - Synechron sponsored insurance only for Employee of INR 30L coverage	205	2,460
Critical illness coverage - Synechron sponsored insurance only for Employee of INR 20L coverage	133	1,600
Insurance - Accident - Synechron sponsored insurance only for Employee of INR 15L coverage	30	354
Total Benefits	2,672	32,058

India - Pune Office

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Pune - 412307

CTC Including Benefits	40,172	482,058
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Other Benefits:

1. Public Holidays - Public Holiday cycle will commence on January 1 and close on December 31 of every year. You are entitled for 10 Public Holidays during a calendar year. Public holidays would comprise of 4 specific mandatory Holidays out of which 3 are National Holidays viz. January 26, August 15 and October 2 and 1 state holiday for every location. The allocation of public holidays shall be on pro-rata basis based on your date of joining and the current location of allocation.
2. Furlough Leaves - You will be directed on your eligibility of Furlough leaves as per directives from the Client. Upto 5 earned leaves from the earned leave balance can be applied and the rest of the furlough duration shall be considered for training and development / internal work assignments. This is to be followed irrespective of the duration of the furlough leaves. Sick Leaves can also be utilized in case of 0 EL balance. No extra leaves shall be allocated to any employee.
3. Working hours - Working hours for Synechron are 8:00 a.m. to 5:00 p.m. or 12:00 noon to 9:00 p.m. as applicable. This is based on a 9-hour day of which 1 hour is for lunch and casual breaks. Employees are allowed to set their own flexible timings based on project requirements and deadlines as long as they meet the 9-hour day policy after approval from their reporting authority.
4. Insurance benefits

You shall be covered under the following Insurance benefits from the date of joining:	
Group Medical Health Insurance	The Medical Insurance Policy covers you, your spouse and your children at company cost. The coverage amount is INR 5L. This policy also provides a provision of enrolling your parents/in-laws for which you have to contribute and the premium contribution (pro-rata from date of joining till 30th Mar) will be deducted in 3 installments from your monthly salary starting 1st month payroll from your DoJ.
Group Personal Accidental Insurance	This covers you for INR 15L coverage at company cost
Term Life Insurance	Term Life Insurance at company cost for a sum of INR 30L.
Critical Illness Coverage	Synechron sponsored insurance only for Employee of INR 20L coverage
Ex-Gratia amount paid by Company	Amount of INR 10L is paid to the nominees of deceased employee

5. Training/Certification/Higher Education - At Synechron we are committed in not just providing trainings, but we help our employees build their careers to ensure that we provide you ample learning opportunities as mentioned (but not limited to)

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Pune - 412307

Synechron

below:

- Unlimited Udemy learning access from Day one of joining.
- High quality training programs by industry experts run through monthly training calendars and other focused interventions.
- Up to INR 90,000/- per year benefit to help you achieve industry recognized certifications, governed under our Certification Policy
- Up to INR 1,00,000/- onetime benefit for M.E. & MTech. Post-Graduation Distance Learning program, governed under our Higher Education Policy



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11/05/2024

Dear

Pawar Aditi Bhausahab,

Congratulations! We are pleased to confirm that you have been selected to work for Helvoet. We are delighted to make you the following job offer. The position we are offering you is that of Jr.Engineer at a monthly salary of Rs.21,000/-per month with an annual cost to company Rs. 2,96,000/-.

This position reports to shift in charge Engineer. Your working hours will be from 9AM to 6PM, Monday to Saturday.

Benefits for the position include

- Casual Leave of 12 days per annum.
- Medical Leaves of 12 days per annum.
- Employer State Insurance Corporation ESIC Coverage

Please report to HR office, for documentation and orientation. Please sign the enclosed copy of this letter and return it to HR department and indicate your acceptance of this offer. We are confident you will be able to make a significant contribution to the success of our Company and look forward to working with you. Sincerely,

Manager HR



11/05/2024

Dear

Kamble Anand Abhiman

Congratulations! We are pleased to confirm that you have been selected to work for Helvoet. We are delighted to make you the following job offer. The position we are offering you is that of Jr.Engineer at a monthly salary of Rs.21,000/-per month with an annual cost to company Rs. 2,96,000/-.

This position reports to shift in charge Engineer. Your working hours will be from 9AM to 6PM, Monday to Saturday.

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Manager HR



11/05/2024

Dear

Sayyed Ashraf Asif,

Congratulations! We are pleased to confirm that you have been selected to work for Helvoet. We are delighted to make you the following job offer. The position we are offering you is that of Jr.Engineer at a monthly salary of Rs.21,000/-per month with an annual cost to company Rs. 2,96,000/-.


This position reports to shift in charge Engineer. Your working hours will be from 9AM to 6PM, Monday to Saturday.

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- Medical Leaves of 12 days per annum.
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Manager HR


Principal
Pune District Education Association's
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11/05/2024

Dear

Sabale Chetan Ravindra,

Congratulations! We are pleased to confirm that you have been selected to work for Helvoet. We are delighted to make you the following job offer. The position we are offering you is that of Jr.Engineer at a monthly salary of Rs.21,000/-per month with an annual cost to company Rs. 2,96,000/-.


This position reports to shift in charge Engineer. Your working hours will be from 9AM to 6PM, Monday to Saturday.

Benefits for the position include

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- Medical Leaves of 12 days per annum.
- Employer State Insurance Corporation ESIC Coverage

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Manager HR



Principal
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College of Engineering, Manjari (Bk.),
Pune - 412307

08/05/2024**Sub: Your Offer Confirmation for KodNest's CSR Program 2024****Aman Bhandekar,**

Congratulations! We're happy to welcome you to KodNest Technologies Pvt. Ltd., Bengaluru, as a "Software Development - Intern" under our CSR Program 2024. This program is a step towards empowering aspiring tech professionals like you, offering free training coupled with unlimited placement opportunities.

Please Note the Following Terms and Conditions:

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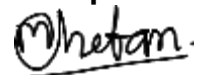
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Akash Pandey
CEO, Co-Founder

Accepted



Chetan Gyandev Mane
(Signature of the Candidate)



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08/05/2024**Sub: Your Offer Confirmation for KodNest's CSR Program 2024****Apurva Jadhav,**

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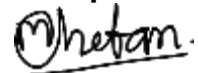
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Akash Pandey
CEO, Co-Founder

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08/05/2024**Sub: Your Offer Confirmation for KodNest's CSR Program 2024****Chetan Mane,**

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08/05/2024**Sub: Your Offer Confirmation for KodNest's CSR Program 2024****Diksha Tambe,**

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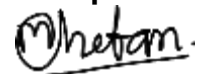


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08/05/2024**Sub: Your Offer Confirmation for KodNest's CSR Program 2024****Gayatri Hampe,**

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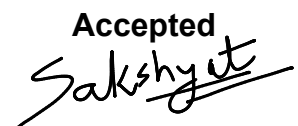
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Sub: Your Offer Confirmation for KodNest's CSR Program 2024**Shubhada Deshmukh,**

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Action Required: Please sign and return a copy of this letter to confirm your acceptance.

We eagerly await your contribution to our mission and your own growth. Welcome aboard, and here's to a successful journey together!



Akash Pandey
CEO, Co-Founder

Accepted



(Signature of the Candidate)



Call / WhatsApp Us
+91 8095 000 123



E-Mail Us
support@kodnest.com




Visit Us
www.kodnest.com

Document Checklist:

List of documents copies to be submitted while reporting at KodNest and now you can reply back to the same email by replying I accept the offer if you accept it.

1. Education provisional certificate and mark sheets of the highest qualification degree / professional qualification.
2. One (1) passport-size photograph.
3. Copy of the PAN (permanent account number) Card, self-attested.
4. Any Govt ID Proof - One copy.



Principal
Pune District Education Association's
College of Engineering, Manjari (Bk.),
Pune - 412307



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08/05/2024**Sub: Your Offer Confirmation for KodNest's CSR Program 2024****Vipul Raut,**

Congratulations! We're happy to welcome you to KodNest Technologies Pvt. Ltd., Bengaluru, as a "Software Development - Intern" under our CSR Program 2024. This program is a step towards empowering aspiring tech professionals like you, offering free training coupled with unlimited placement opportunities.

Please Note the Following Terms and Conditions:

- 1. Completion of Dream Factory 2024:** It's essential that you complete the Dream Factory 2024 program before the stipulated deadline. This program is a cornerstone of your training and a prerequisite for maintaining the validity of this offer. Please understand that failure to completing the program within the deadline will result in this offer becoming inactive. We place significant emphasis on the completion of this program as it equips you with the necessary skills and knowledge for a successful start in your learning with KodNest.
- 2. Adherence to KodNest Policies:** You're required to comply with all KodNest policies and procedures. Failure to accept this offer within 15 days will lead to forfeiture of your seat.
- 3. Mandatory Participation in Training and Placement Drives:** You're expected to actively participate in all training and placement opportunities. Emergencies requiring absence must be pre-approved. Non-compliance could lead to termination of this opportunity.


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4. No Financial Burden: KodNest is committed to offering this program free of charge, with no hidden fees.

5. Policy Violation Consequences: Any policy violation or misconduct can lead to immediate training termination, post-investigation.

6. Training Mode Notification: We will inform you about the training mode (online/offline/hybrid) 15 days before your joining date. Remember, no pending backlogs are allowed at the time of joining.

7. Training Materials: KodNest will provide all necessary training materials, including Welcome Kits.

KodNest's CSR & Dream Factory program is an unparalleled opportunity to build a strong foundation for your future in the IT sector. We offer comprehensive learning experiences and extensive placement opportunities. Grab this chance to turn your aspirations into achievements.

Confidentiality Policy: All company-provided documents are to be kept confidential, except when seeking legal advice.

Action Required: Please sign and return a copy of this letter to confirm your acceptance.

We eagerly await your contribution to our mission and your own growth. Welcome aboard, and here's to a successful journey together!



Akash Pandey
CEO, Co-Founder

Accepted



Vipul Prakash Raut
(Signature of the Candidate)



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Pune - 412307



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Document Checklist:

List of documents copies to be submitted while reporting at KodNest and now you can reply back to the same email by replying I accept the offer if you accept it.

1. Education provisional certificate and mark sheets of the highest qualification degree / professional qualification.
2. One (1) passport-size photograph.
3. Copy of the PAN (permanent account number) Card, self-attested.
4. Any Govt ID Proof - One copy.



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22/06/2024

Aman Ajay Bhandekar

Dear Aman

With reference to your application and subsequent interview, we are pleased to offer you a position as **Jr. Associate - Technology** at one of our clients after successful training of 03 months on the following terms and conditions:

- ◆ Your cost to company including benefits, while posted in India, will be 4, 20,000 LPA. .
The detailed CTC and benefits breakup is as per the attached Annexure, subject to Income Tax deductible at source.
- ◆ You are requested to join us on or before 30/06/2024
- ◆ In case there is any kind of Joining Bonus/Notice Buyouts the candidate/ employee has to serve a minimum period of one year with MC Tallent Hunt., else they will have to reimburse the entire amount to MC Tallent Hunt
- ◆ During your employment with the Company, you will be governed by the service rules and regulations of the company in force or as introduced or amended from time to time.
- ◆ In case of relocation for Joining, Company would be liable for all relocation expenses as per the bills provided for the same. This would include expenses incurred for moving yourself, family and household goods subject to an upper cap as per the policy of the organization. The candidate/employee has to serve a minimum period of one year with MC Tallent Hunt., else they will have to reimburse the entire amount to MC Tallent Hunt
- ◆ The company may terminate your services with three months' notice from the Company or with compensation equivalent to three months' salary
- ◆ In the case where you want to discontinue your employment, you will have to give three months clear notice in writing to the Company of your intentions to do so.
- ◆ You may be required to sign a Service Agreement with the company if you are sent for any specialized training that may be required to upgrade your skills and knowledge in order to take up required responsibilities and assignments. You agree to pay MC Tallent Hunt all costs and expenses incurred for sponsoring specific training in the specialized areas, technologies and skills in case you leave the company within a period of one year after the completion of the specialized training. However regular training provided on technical skills would not be forming part of specialized training. As a process employee will be clearly communicated before undertaking the specialized skilled, technology training, for which the recovery would be applicable on employee not serving the organization for the specified period of employment as per the organization policy. Your scope of work will be communicated to you after your joining wherein you shall be deemed to be under the Resource Management Group till further Project Allocation is communicated. You will be under training period till your final project allocation.
- ◆ As discussed, our offer is contingent on your signing and agreeing to abide by the terms of our company's Confidentiality Agreement. In brief, the Agreement requires that you hold in trust and not disclose to any party, directly or indirectly, during your employment with our company and thereafter, any confidential information relating to, among other items, research, development, trade and / or customer prospect lists, or the business affairs of our company and any of its clients.
- ◆ You have been engaged on the presumption that the particulars furnished by you in your application and resume are correct. In case the said particulars are found to be incorrect secrets, employee or that you have concealed or withheld some other relevant facts, your appointment with the company shall stand terminated / cancelled without any notice.
- ◆ The retirement age is 58.
- ◆ The said Offer is valid for a period of 7 days from the date of this Offer letter. If we do not receive your acceptance to this offer letter before 7/07/2024, then the said offer shall stand withdrawn.
- ◆ Should you accept this job offer, please sign the duplicate copy of this letter on each page with a confirmation on the date of your date of joining. Please note that no commitments other than what is mentioned in this letter & its annexure will be applicable to you or entertained by us, unless communicated to you by the Company in writing.


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Pune - 412307

Upon accepting this Offer, If you do not join the Company on the date of joining mentioned in this offer letter, the terms of this letter and this Offer of employment will be deemed to have been rejected by you unless otherwise communicated to you by the Company in writing.

You are advised to go through the contents of this letter of offer and annexure before signing the duplicate copy.

We take pleasure in welcoming you to MC Tallent Hunt and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Sincerely,

For MC Tallent Hunt



Manager Training and Placement


Agreed and accepted:

I have read the above-mentioned terms and conditions and the same has been explained to me.

I acknowledge that, I have understood and hereby agree to abide by the terms and conditions of employment, including Salary structure during my employment with the company. I will not raise any objection or have any dispute relating to points mentioned in the offer letter.

I am signing this document as a token of my acceptance on all the above-mentioned terms and conditions.

Date:



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Pune - 412307

22/06/2024


Kamble Anand Abhiman

Dear Anand

With reference to your application and subsequent interview, we are pleased to offer you a position as **Jr. Associate - Technology** at one of our clients after successful training of 03 months on the following terms and conditions:

- ◆ Your cost to company including benefits, while posted in India, will be 4, 20,000 LPA. .
The detailed CTC and benefits breakup is as per the attached Annexure, subject to Income Tax deductible at source.
- ◆ You are requested to join us on or before 30/06/2024
- ◆ In case there is any kind of Joining Bonus/Notice Buyouts the candidate/ employee has to serve a minimum period of one year with MC Tallent Hunt., else they will have to reimburse the entire amount to MC Tallent Hunt
- ◆ During your employment with the Company, you will be governed by the service rules and regulations of the company in force or as introduced or amended from time to time.
- ◆ In case of relocation for Joining, Company would be liable for all relocation expenses as per the bills provided for the same. This would include expenses incurred for moving yourself, family and household goods subject to an upper cap as per the policy of the organization. The candidate/employee has to serve a minimum period of one year with MC Tallent Hunt., else they will have to reimburse the entire amount to MC Tallent Hunt
- ◆ The company may terminate your services with three months' notice from the Company or with compensation equivalent to three months' salary
- ◆ In the case where you want to discontinue your employment, you will have to give three months clear notice in writing to the Company of your intentions to do so.
- ◆ You may be required to sign a Service Agreement with the company if you are sent for any specialized training that may be required to upgrade your skills and knowledge in order to take up required responsibilities and assignments. You agree to pay MC Tallent Hunt all costs and expenses incurred for sponsoring specific training in the specialized areas, technologies and skills in case you leave the company within a period of one year after the completion of the specialized training. However regular training provided on technical skills would not be forming part of specialized training. As a process employee will be clearly communicated before undertaking the specialized skilled, technology training, for which the recovery would be applicable on employee not serving the organization for the specified period of employment as per the organization policy. Your scope of work will be communicated to you after your joining wherein you shall be deemed to be under the Resource Management Group till further Project Allocation is communicated. You will be under training period till your final project allocation.
- ◆ As discussed, our offer is contingent on your signing and agreeing to abide by the terms of our company's Confidentiality Agreement. In brief, the Agreement requires that you hold in trust and not disclose to any party, directly or indirectly, during your employment with our company and thereafter, any confidential information relating to, among other items, research, development, trade and / or customer prospect lists, or the business affairs of our company and any of its clients.
- ◆ You have been engaged on the presumption that the particulars furnished by you in your application and resume are correct. In case the said particulars are found to be incorrect secrets, employee or that you have concealed or withheld some other relevant facts, your appointment with the company shall stand terminated / cancelled without any notice.
- ◆ The retirement age is 58.
- ◆ Should you accept this job offer, please sign the duplicate copy of this letter on each page with a confirmation on the date of your date of joining. Please note that no commitments other than what is mentioned in this letter & its annexure will be applicable to you or entertained by us, unless communicated to you by the Company in writing.

Upon accepting this Offer, If you do not join the Company on the date of joining mentioned in this offer letter, the terms of this letter and this Offer of employment will be deemed to have been rejected by you unless otherwise communicated to you by the Company in writing.


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College of Engineering, Manjari (Bk.),
Pune - 412307

You are advised to go through the contents of this letter of offer and annexure before signing the duplicate copy.

We take pleasure in welcoming you to MC Tallent Hunt and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Sincerely,

For MC Tallent Hunt



Manager Training and Placement


Agreed and accepted:

I have read the above-mentioned terms and conditions and the same has been explained to me.

I acknowledge that, I have understood and hereby agree to abide by the terms and conditions of employment, including Salary structure during my employment with the company. I will not raise any objection or have any dispute relating to points mentioned in the offer letter.

I am signing this document as a token of my acceptance on all the above-mentioned terms and conditions.

Date:



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22/06/2024


Bhavesh Borse

Dear Bhavesh

With reference to your application and subsequent interview, we are pleased to offer you a position as **Jr. Associate - Technology** at one of our clients after successful training of 03 months on the following terms and conditions:

- ◆ Your cost to company including benefits, while posted in India, will be 4, 20,000 LPA. .
The detailed CTC and benefits breakup is as per the attached Annexure, subject to Income Tax deductible at source.
- ◆ You are requested to join us on or before 30/06/2024
- ◆ In case there is any kind of Joining Bonus/Notice Buyouts the candidate/ employee has to serve a minimum period of one year with MC Tallent Hunt., else they will have to reimburse the entire amount to MC Tallent Hunt
- ◆ During your employment with the Company, you will be governed by the service rules and regulations of the company in force or as introduced or amended from time to time.
- ◆ In case of relocation for Joining, Company would be liable for all relocation expenses as per the bills provided for the same. This would include expenses incurred for moving yourself, family and household goods subject to an upper cap as per the policy of the organization. The candidate/employee has to serve a minimum period of one year with MC Tallent Hunt., else they will have to reimburse the entire amount to MC Tallent Hunt
- ◆ The company may terminate your services with three months' notice from the Company or with compensation equivalent to three months' salary
- ◆ In the case where you want to discontinue your employment, you will have to give three months clear notice in writing to the Company of your intentions to do so.
- ◆ You may be required to sign a Service Agreement with the company if you are sent for any specialized training that may be required to upgrade your skills and knowledge in order to take up required responsibilities and assignments. You agree to pay MC Tallent Hunt all costs and expenses incurred for sponsoring specific training in the specialized areas, technologies and skills in case you leave the company within a period of one year after the completion of the specialized training. However regular training provided on technical skills would not be forming part of specialized training. As a process employee will be clearly communicated before undertaking the specialized skilled, technology training, for which the recovery would be applicable on employee not serving the organization for the specified period of employment as per the organization policy. Your scope of work will be communicated to you after your joining wherein you shall be deemed to be under the Resource Management Group till further Project Allocation is communicated. You will be under training period till your final project allocation.
- ◆ As discussed, our offer is contingent on your signing and agreeing to abide by the terms of our company's Confidentiality Agreement. In brief, the Agreement requires that you hold in trust and not disclose to any party, directly or indirectly, during your employment with our company and thereafter, any confidential information relating to, among other items, research, development, trade and / or customer prospect lists, or the business affairs of our company and any of its clients.
- ◆ You have been engaged on the presumption that the particulars furnished by you in your application and resume are correct. In case the said particulars are found to be incorrect secrets, employee or that you have concealed or withheld some other relevant facts, your appointment with the company shall stand terminated / cancelled without any notice.
- ◆ The retirement age is 58.
- ◆ Should you accept this job offer, please sign the duplicate copy of this letter on each page with a confirmation on the date of your date of joining. Please note that no commitments other than what is mentioned in this letter & its annexure will be applicable to you or entertained by us, unless communicated to you by the Company in writing.

Upon accepting this Offer, If you do not join the Company on the date of joining mentioned in this offer letter, the terms of this letter and this Offer of employment will be deemed to have been rejected by you unless otherwise communicated to you by the Company in writing.


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You are advised to go through the contents of this letter of offer and annexure before signing the duplicate copy.

We take pleasure in welcoming you to MC Tallent Hunt and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Sincerely,

For MC Tallent Hunt



Manager Training and Placement

Agreed and accepted:

I have read the above-mentioned terms and conditions and the same has been explained to me.

I acknowledge that, I have understood and hereby agree to abide by the terms and conditions of employment, including Salary structure during my employment with the company. I will not raise any objection or have any dispute relating to points mentioned in the offer letter.

I am signing this document as a token of my acceptance on all the above-mentioned terms and conditions.

Date:



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Pune - 412307

22/06/2024


Chetan Gyandev Mane

Dear Chetan

With reference to your application and subsequent interview, we are pleased to offer you a position as **Jr. Associate - Technology** at one of our clients after successful training of 03 months on the following terms and conditions:

- ◆ Your cost to company including benefits, while posted in India, will be 4, 20,000 LPA. .
The detailed CTC and benefits breakup is as per the attached Annexure, subject to Income Tax deductible at source.
- ◆ You are requested to join us on or before 30/06/2024
- ◆ In case there is any kind of Joining Bonus/Notice Buyouts the candidate/ employee has to serve a minimum period of one year with MC Tallent Hunt., else they will have to reimburse the entire amount to MC Tallent Hunt
- ◆ During your employment with the Company, you will be governed by the service rules and regulations of the company in force or as introduced or amended from time to time.
- ◆ In case of relocation for Joining, Company would be liable for all relocation expenses as per the bills provided for the same. This would include expenses incurred for moving yourself, family and household goods subject to an upper cap as per the policy of the organization. The candidate/employee has to serve a minimum period of one year with MC Tallent Hunt., else they will have to reimburse the entire amount to MC Tallent Hunt
- ◆ The company may terminate your services with three months' notice from the Company or with compensation equivalent to three months' salary
- ◆ In the case where you want to discontinue your employment, you will have to give three months clear notice in writing to the Company of your intentions to do so.
- ◆ You may be required to sign a Service Agreement with the company if you are sent for any specialized training that may be required to upgrade your skills and knowledge in order to take up required responsibilities and assignments. You agree to pay MC Tallent Hunt all costs and expenses incurred for sponsoring specific training in the specialized areas, technologies and skills in case you leave the company within a period of one year after the completion of the specialized training. However regular training provided on technical skills would not be forming part of specialized training. As a process employee will be clearly communicated before undertaking the specialized skilled, technology training, for which the recovery would be applicable on employee not serving the organization for the specified period of employment as per the organization policy. Your scope of work will be communicated to you after your joining wherein you shall be deemed to be under the Resource Management Group till further Project Allocation is communicated. You will be under training period till your final project allocation.
- ◆ As discussed, our offer is contingent on your signing and agreeing to abide by the terms of our company's Confidentiality Agreement. In brief, the Agreement requires that you hold in trust and not disclose to any party, directly or indirectly, during your employment with our company and thereafter, any confidential information relating to, among other items, research, development, trade and / or customer prospect lists, or the business affairs of our company and any of its clients.
- ◆ You have been engaged on the presumption that the particulars furnished by you in your application and resume are correct. In case the said particulars are found to be incorrect secrets, employee or that you have concealed or withheld some other relevant facts, your appointment with the company shall stand terminated / cancelled without any notice.
- ◆ The retirement age is 58.
- ◆ Should you accept this job offer, please sign the duplicate copy of this letter on each page with a confirmation on the date of your date of joining. Please note that no commitments other than what is mentioned in this letter & its annexure will be applicable to you or entertained by us, unless communicated to you by the Company in writing.

Upon accepting this Offer, If you do not join the Company on the date of joining mentioned in this offer letter, the terms of this letter and this Offer of employment will be deemed to have been rejected by you unless otherwise communicated to you by the Company in writing.


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Pune - 412307

You are advised to go through the contents of this letter of offer and annexure before signing the duplicate copy.

We take pleasure in welcoming you to MC Tallent Hunt and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Sincerely,

For MC Tallent Hunt



Manager Training and Placement


Agreed and accepted:

I have read the above-mentioned terms and conditions and the same has been explained to me.

I acknowledge that, I have understood and hereby agree to abide by the terms and conditions of employment, including Salary structure during my employment with the company. I will not raise any objection or have any dispute relating to points mentioned in the offer letter.

I am signing this document as a token of my acceptance on all the above-mentioned terms and conditions.

Date:



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Pune - 412307

22/06/2024


Diksha Sudhakar Tambe

Dear Diksha

With reference to your application and subsequent interview, we are pleased to offer you a position as **Jr. Associate - Technology** at one of our clients after successful training of 03 months on the following terms and conditions:

- ◆ Your cost to company including benefits, while posted in India, will be 4, 20,000 LPA. .
The detailed CTC and benefits breakup is as per the attached Annexure, subject to Income Tax deductible at source.
- ◆ You are requested to join us on or before 30/06/2024
- ◆ In case there is any kind of Joining Bonus/Notice Buyouts the candidate/ employee has to serve a minimum period of one year with MC Tallent Hunt., else they will have to reimburse the entire amount to MC Tallent Hunt
- ◆ During your employment with the Company, you will be governed by the service rules and regulations of the company in force or as introduced or amended from time to time.
- ◆ In case of relocation for Joining, Company would be liable for all relocation expenses as per the bills provided for the same. This would include expenses incurred for moving yourself, family and household goods subject to an upper cap as per the policy of the organization. The candidate/employee has to serve a minimum period of one year with MC Tallent Hunt., else they will have to reimburse the entire amount to MC Tallent Hunt
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- ◆ In the case where you want to discontinue your employment, you will have to give three months clear notice in writing to the Company of your intentions to do so.
- ◆ You may be required to sign a Service Agreement with the company if you are sent for any specialized training that may be required to upgrade your skills and knowledge in order to take up required responsibilities and assignments. You agree to pay MC Tallent Hunt all costs and expenses incurred for sponsoring specific training in the specialized areas, technologies and skills in case you leave the company within a period of one year after the completion of the specialized training. However regular training provided on technical skills would not be forming part of specialized training. As a process employee will be clearly communicated before undertaking the specialized skilled, technology training, for which the recovery would be applicable on employee not serving the organization for the specified period of employment as per the organization policy. Your scope of work will be communicated to you after your joining wherein you shall be deemed to be under the Resource Management Group till further Project Allocation is communicated. You will be under training period till your final project allocation.
- ◆ As discussed, our offer is contingent on your signing and agreeing to abide by the terms of our company's Confidentiality Agreement. In brief, the Agreement requires that you hold in trust and not disclose to any party, directly or indirectly, during your employment with our company and thereafter, any confidential information relating to, among other items, research, development, trade and / or customer prospect lists, or the business affairs of our company and any of its clients.
- ◆ You have been engaged on the presumption that the particulars furnished by you in your application and resume are correct. In case the said particulars are found to be incorrect secrets, employee or that you have concealed or withheld some other relevant facts, your appointment with the company shall stand terminated / cancelled without any notice.
- ◆ The retirement age is 58.
- ◆ Should you accept this job offer, please sign the duplicate copy of this letter on each page with a confirmation on the date of your date of joining. Please note that no commitments other than what is mentioned in this letter & its annexure will be applicable to you or entertained by us, unless communicated to you by the Company in writing.

Upon accepting this Offer, If you do not join the Company on the date of joining mentioned in this offer letter, the terms of this letter and this Offer of employment will be deemed to have been rejected by you unless otherwise communicated to you by the Company in writing.


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Pune - 412307

You are advised to go through the contents of this letter of offer and annexure before signing the duplicate copy.

We take pleasure in welcoming you to MC Tallent Hunt and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Sincerely,

For MC Tallent Hunt



Manager Training and Placement


Agreed and accepted:

I have read the above-mentioned terms and conditions and the same has been explained to me.

I acknowledge that, I have understood and hereby agree to abide by the terms and conditions of employment, including Salary structure during my employment with the company. I will not raise any objection or have any dispute relating to points mentioned in the offer letter.

I am signing this document as a token of my acceptance on all the above-mentioned terms and conditions.

Date:



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Pune - 412307

22/06/2024


Kulkarni Dnyaneshwari Sanjay

Dear Dnyaneshwari

With reference to your application and subsequent interview, we are pleased to offer you a position as **Jr. Associate - Technology** at one of our clients after successful training of 03 months on the following terms and conditions:

- ◆ Your cost to company including benefits, while posted in India, will be 4, 20,000 LPA.
The detailed CTC and benefits breakup is as per the attached Annexure, subject to Income Tax deductible at source.
- ◆ You are requested to join us on or before 30/06/2024
- ◆ In case there is any kind of Joining Bonus/Notice Buyouts the candidate/ employee has to serve a minimum period of one year with MC Tallent Hunt., else they will have to reimburse the entire amount to MC Tallent Hunt
- ◆ During your employment with the Company, you will be governed by the service rules and regulations of the company in force or as introduced or amended from time to time.
- ◆ In case of relocation for Joining, Company would be liable for all relocation expenses as per the bills provided for the same. This would include expenses incurred for moving yourself, family and household goods subject to an upper cap as per the policy of the organization. The candidate/employee has to serve a minimum period of one year with MC Tallent Hunt., else they will have to reimburse the entire amount to MC Tallent Hunt
- ◆ The company may terminate your services with three months' notice from the Company or with compensation equivalent to three months' salary
- ◆ In the case where you want to discontinue your employment, you will have to give three months clear notice in writing to the Company of your intentions to do so.
- ◆ You may be required to sign a Service Agreement with the company if you are sent for any specialized training that may be required to upgrade your skills and knowledge in order to take up required responsibilities and assignments. You agree to pay MC Tallent Hunt all costs and expenses incurred for sponsoring specific training in the specialized areas, technologies and skills in case you leave the company within a period of one year after the completion of the specialized training. However regular training provided on technical skills would not be forming part of specialized training. As a process employee will be clearly communicated before undertaking the specialized skilled, technology training, for which the recovery would be applicable on employee not serving the organization for the specified period of employment as per the organization policy. Your scope of work will be communicated to you after your joining wherein you shall be deemed to be under the Resource Management Group till further Project Allocation is communicated. You will be under training period till your final project allocation.
- ◆ As discussed, our offer is contingent on your signing and agreeing to abide by the terms of our company's Confidentiality Agreement. In brief, the Agreement requires that you hold in trust and not disclose to any party, directly or indirectly, during your employment with our company and thereafter, any confidential information relating to, among other items, research, development, trade and / or customer prospect lists, or the business affairs of our company and any of its clients.
- ◆ You have been engaged on the presumption that the particulars furnished by you in your application and resume are correct. In case the said particulars are found to be incorrect secrets, employee or that you have concealed or withheld some other relevant facts, your appointment with the company shall stand terminated / cancelled without any notice.
- ◆ The retirement age is 58.
- ◆ Should you accept this job offer, please sign the duplicate copy of this letter on each page with a confirmation on the date of your date of joining. Please note that no commitments other than what is mentioned in this letter & its annexure will be applicable to you or entertained by us, unless communicated to you by the Company in writing.

Upon accepting this Offer, If you do not join the Company on the date of joining mentioned in this offer letter, the terms of this letter and this Offer of employment will be deemed to have been rejected by you unless otherwise communicated to you by the


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Pune - 412307

Company in writing.

You are advised to go through the contents of this letter of offer and annexure before signing the duplicate copy.

We take pleasure in welcoming you to MC Tallent Hunt and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Sincerely,

For MC Tallent Hunt



Manager Training and Placement


Agreed and accepted:

I have read the above-mentioned terms and conditions and the same has been explained to me.

I acknowledge that, I have understood and hereby agree to abide by the terms and conditions of employment, including Salary structure during my employment with the company. I will not raise any objection or have any dispute relating to points mentioned in the offer letter.

I am signing this document as a token of my acceptance on all the above-mentioned terms and conditions.

Date:



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Pune District Education Association's
College of Engineering, Manjari (Bk.),
Pune - 412307

22/06/2024


Gayatri Hampe

Dear Gayatri

With reference to your application and subsequent interview, we are pleased to offer you a position as **Jr. Associate - Technology** at one of our clients after successful training of 03 months on the following terms and conditions:

- ◆ Your cost to company including benefits, while posted in India, will be 4, 20,000 LPA. .
The detailed CTC and benefits breakup is as per the attached Annexure, subject to Income Tax deductible at source.
- ◆ You are requested to join us on or before 30/06/2024
- ◆ In case there is any kind of Joining Bonus/Notice Buyouts the candidate/ employee has to serve a minimum period of one year with MC Tallent Hunt., else they will have to reimburse the entire amount to MC Tallent Hunt
- ◆ During your employment with the Company, you will be governed by the service rules and regulations of the company in force or as introduced or amended from time to time.
- ◆ In case of relocation for Joining, Company would be liable for all relocation expenses as per the bills provided for the same. This would include expenses incurred for moving yourself, family and household goods subject to an upper cap as per the policy of the organization. The candidate/employee has to serve a minimum period of one year with MC Tallent Hunt., else they will have to reimburse the entire amount to MC Tallent Hunt
- ◆ The company may terminate your services with three months' notice from the Company or with compensation equivalent to three months' salary
- ◆ In the case where you want to discontinue your employment, you will have to give three months clear notice in writing to the Company of your intentions to do so.
- ◆ You may be required to sign a Service Agreement with the company if you are sent for any specialized training that may be required to upgrade your skills and knowledge in order to take up required responsibilities and assignments. You agree to pay MC Tallent Hunt all costs and expenses incurred for sponsoring specific training in the specialized areas, technologies and skills in case you leave the company within a period of one year after the completion of the specialized training. However regular training provided on technical skills would not be forming part of specialized training. As a process employee will be clearly communicated before undertaking the specialized skilled, technology training, for which the recovery would be applicable on employee not serving the organization for the specified period of employment as per the organization policy. Your scope of work will be communicated to you after your joining wherein you shall be deemed to be under the Resource Management Group till further Project Allocation is communicated. You will be under training period till your final project allocation.
- ◆ As discussed, our offer is contingent on your signing and agreeing to abide by the terms of our company's Confidentiality Agreement. In brief, the Agreement requires that you hold in trust and not disclose to any party, directly or indirectly, during your employment with our company and thereafter, any confidential information relating to, among other items, research, development, trade and / or customer prospect lists, or the business affairs of our company and any of its clients.
- ◆ You have been engaged on the presumption that the particulars furnished by you in your application and resume are correct. In case the said particulars are found to be incorrect secrets, employee or that you have concealed or withheld some other relevant facts, your appointment with the company shall stand terminated / cancelled without any notice.
- ◆ The retirement age is 58.
- ◆ Should you accept this job offer, please sign the duplicate copy of this letter on each page with a confirmation on the date of your date of joining. Please note that no commitments other than what is mentioned in this letter & its annexure will be applicable to you or entertained by us, unless communicated to you by the Company in writing.

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Principal
Pune District Education Association's
College of Engineering, Manjari (Bk.),
Pune - 412307

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Sincerely,

For MC Tallent Hunt



Manager Training and Placement


Agreed and accepted:

I have read the above-mentioned terms and conditions and the same has been explained to me.

I acknowledge that, I have understood and hereby agree to abide by the terms and conditions of employment, including Salary structure during my employment with the company. I will not raise any objection or have any dispute relating to points mentioned in the offer letter.

I am signing this document as a token of my acceptance on all the above-mentioned terms and conditions.

Date:



Principal
Pune District Education Association's
College of Engineering, Manjari (Bk.),
Pune - 412307

22/06/2024


Pranjal Barse

Dear Pranjal

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- ◆ As discussed, our offer is contingent on your signing and agreeing to abide by the terms of our company's Confidentiality Agreement. In brief, the Agreement requires that you hold in trust and not disclose to any party, directly or indirectly, during your employment with our company and thereafter, any confidential information relating to, among other items, research, development, trade and / or customer prospect lists, or the business affairs of our company and any of its clients.
- ◆ You have been engaged on the presumption that the particulars furnished by you in your application and resume are correct. In case the said particulars are found to be incorrect secrets, employee or that you have concealed or withheld some other relevant facts, your appointment with the company shall stand terminated / cancelled without any notice.
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22/06/2024


Dhanure Shruti Nagnath

Dear Shruti

With reference to your application and subsequent interview, we are pleased to offer you a position as **Jr. Associate - Technology** at one of our clients after successful training of 03 months on the following terms and conditions:

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For MC Tallent Hunt



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Pune - 412307

22/06/2024


Shubhada Deshmukh

Dear Shubhada

With reference to your application and subsequent interview, we are pleased to offer you a position as **Jr. Associate - Technology** at one of our clients after successful training of 03 months on the following terms and conditions:

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Manager Training and Placement


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Pune - 412307

22/06/2024


Vipul Raut

Dear Vipul

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For MC Tallent Hunt



Manager Training and Placement


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